FACT-FILE—Continued

ILLINOIS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Sauk Valley C, III	27.5	25.4	20.8	—
Sch of Art Inst of Chicago, IIC	30.7	25.7	22.4	
Seabury-Western Theol Sem, IIC	17.4	—		—
Southern Illinois U				
Carbondale, I	36.8	28.4	24.0	21.1
Edwardsville, IIA	34.3	28.9	25.4	19.3
Spertus C of Judaica, IIC	32.0	—	—	
Trinity Christian C, IIB	29.3	—	24.2	19.2
Trinity C, IIB	—	21.5	—	—
Western Illinois U, IIA	32.2	27.5	24.0	18.3
Wheaton C, IIA	31.7	28.8	21.9	—
Wm Rainey Harper C, III	41.3	35.0	28.5	23.6

INDIANA

	Prof	Assoc Prof	Asst Prof	Inst
Ball St U, I	34.0	27.6	22.8	15.8
Butler U, IIA	32.3	27.3	22.1	18.6
Depauw U, IIB	38.0	30.6	23.7	
Earlham C, IIB	32.1	24.4	20.5	
U of Evansville IIA	31.7	27.2	23.1	18.9
Fort Wayne Bible C, IIC	—	18.4	17.1	
Franklin C of Indiana, IIB	23.5	19.7	20.3	—
Goshen C, IIB	23.4	20.4	17.5	
Hanover C, IIB	26.5	26.3	20.0	18.5
Huntington C, IIB	25.6	22.0	17.5	—
Indiana Central U, IIA	30.3	26.2	21.3	18.9
Indiana St U				
Main campus, IIA	33.2	28.6	21.9	17.0
Evansville, IIB	32.6	28.6	23.5	18.5
Indiana U				
Bloomington, I	40.6	29.7	25.3	—
East, III	—	24.7	18.5	
Kokomo, IIB	31.0	26.8	21.7	
Northwest, IIA	38.5	29.5	22.8	—
South Bend, IIA	34.9	28.1	22.9	—
Southeast, IIB	32.4	25.5	19.5	
Indiana U-Purdue U				
Fort Wayne, IIA	34.8	28.2	22.8	16.6
Indianapolis, IIA	38.0	28.4	23.0	—
Manchester C, IIB	28.3	23.7	19.9	—
Marian C, IIB	26.7	22.7	20.3	17.7
Marion C, IIB	23.6	19.5	16.0	13.0
U of Notre Dame, I	48.0	36.4	29.5	26.0
Purdue U				
Main campus, I	45.2	32.1	26.8	19.2
Calumet, IIA	37.2	29.0	24.1	18.2
North Central, III	32.7	28.3	22.7	—
Rose-Hulman Inst of Tech, IIC	38.6	33.2	26.3	
Saint Joseph's C, IIB	28.1	23.7	21.5	—
Saint Mary's C, IIB	37.6	30.2	23.0	19.6
Southwestern C, IIB	22.3	19.9	18.1	—
Taylor U, IIB	29.6	24.1	21.2	—
Tri-State U, IIB	29.9	24.5	22.0	—
Valparaiso U, IIA	35.0	27.3	21.4	17.6
Vincennes U, III	29.2	24.0	20.6	18.0
Wabash C, IIB	40.2	31.3	23.8	—
Waynesburg C, IIB	23.0	20.1	18.1	—

IOWA

	Prof	Assoc Prof	Asst Prof	Inst
Briar Cliff C, IIB	27.6	24.5	21.0	9.4
Buena Vista C, IIB	33.3	27.3	24.3	—
Central U of Iowa, IIB	31.2	27.5	22.8	19.4
Clarke C, IIB	—	24.1	18.5	17.5
Coe C, IIB	31.9	24.7	20.5	—
Cornell C, IIB	32.5	26.7	22.1	—
Dordt C, IIB	26.1	25.3	22.1	20.8
Drake U, IIA	32.3	26.2	22.4	19.3
U of Dubuque, IIB	27.2	24.3	22.1	18.4
Graceland C, IIB	23.6	20.5	18.0	—
Grand View C, IIB	26.1	22.8	19.0	—
Grinnell C, IIB	40.0	28.1	22.3	—
U of Iowa, I	43.5	32.6	27.5	—
Iowa Central CC, III	—	24.4	24.6	21.9
Iowa St U, I	41.1	31.5	25.8	17.5
Iowa Wesleyan C, IIB	19.7	16.7	15.5	14.2
Iowa Western CC, III	26.9	23.1	19.4	17.5
Loras C, IIB	29.5	23.6	20.1	17.5
Luther C, IIB	31.0	26.1	22.0	19.4
Marycrest C, IIB	—	22.4	20.0	—
Morningside C, IIB	26.8	21.5	18.9	17.0
Mt Mercy C, IIB	—	22.7	21.0	17.0
U of Northern Iowa, IIA	34.8	28.7	24.1	19.6
Northwestern C, IIB	27.0	24.1	21.1	—
U of Osteopathic Med & Health Sciences, IIC	61.4	37.1	45.8	20.1
Palmer C of Chiropractic, IIC	35.4	25.9	21.8	18.7
Saint Ambrose C, IIB	30.9	27.2	23.7	21.9
Simpson C, IIB	28.3	24.4	21.8	19.5
Waldorf C, III	—	22.2	20.2	16.5
Wartburg C, IIB	28.4	24.8	20.5	—
Wartburg Theol Sem, IIC	27.1	—	—	
Westmar C, IIB	23.1	—	17.5	18.3
William Penn C, IIB	20.6	18.7	17.8	9.3

KANSAS

	Prof	Assoc Prof	Asst Prof	Inst
Baker U, IIB	24.2	19.6	17.6	—
Benedictine C, IIB	25.4	21.2	18.0	17.5
Bethany C, IIB	27.6	22.9	18.9	—
Bethel C, IIB	22.4	20.8	17.5	—
Emporia St U, IIA	31.2	26.8	24.2	—
Fort Hays St U, IIA	31.6	26.4	22.9	19.8
Friends Bible C, IIC	—		16.4	—
U of Kansas, I	40.0	28.7	25.5	17.9
Kansas Newman C, IIB	—	18.0	16.5	15.4
Kansas St U, I	37.9	28.9	24.3	19.8
Kansas Tech Inst III	—	27.0	24.6	—
Kansas Wesleyan, IIB	20.3	16.1	9.8	
Marymount C of Kan, IIB	—	18.4	15.8	13.2
McPherson C, IIB	24.6	19.6	18.1	
Mid-America Nazarene C, IIB	24.0	21.1	18.5	15.9
Ottawa U, IIB	23.5	—	16.0	—
Pittsburg St U, IIA	31.9	27.5	24.4	19.4
Saint John's C, IIB	—	19.6	17.9	—
Saint Mary C, IIB	21.8	20.6	17.6	14.8
Saint Mary Plains C, IIB	—	20.0	16.4	15.0
Sterling C, IIB	—	18.0	14.5	—
Tabor C, IIB	22.8	—	17.7	—
Washburn U, IIA	38.1	31.2	23.8	19.7
Wichita St U, IIA	38.8	29.9	24.7	18.4

KENTUCKY

	Prof	Assoc Prof	Asst Prof	Inst
Alice Lloyd C, III	—	—	—	17.5
Asbury C, IIB	26.3	22.0	18.0	—
Asbury Theol Sem, IIC	33.9	30.0	25.9	—
Bellarmine C, IIC	32.6	26.6	21.7	
Berea C, IIB	32.6	26.8	21.5	19.0
Brescia C, IIB	—	22.4	20.0	15.2
Campbellsville C, IIB	27.5	21.8	19.0	14.2

KENTUCKY—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Centre C, IIB	32.2	25.9	21.2	—
Cumberland C, IIB	21.2	17.7	15.8	14.7
Eastern Kentucky U, IIA	31.5	27.0	22.5	17.6
Georgetown C, IIB	26.9	24.2	19.3	—
U of Kentucky, I	40.0	28.8	24.7	23.0
CC System, III	26.2	21.9	17.9	17.3
Ky Christian C, IIC	13.4	13.9	—	
Kentucky St U, IIB	29.3	24.9	21.7	19.1
Ky Wesleyan C, IIB	27.3	24.5	17.4	16.8
Lees C, III	19.3	17.8	16.1	—
Lexington Theological Seminary, IIC	25.6	—		
U of Louisville, I	36.4	28.6	24.5	19.5
Louisville Presbyterian Theol Sem, IIC	35.5	—	—	
Morehead St U, IIA	31.7	26.1	22.9	18.7
Murray St U, IIA	31.4	27.2	22.5	19.6
Northern Kentucky U, IIB	37.7	28.4	23.0	19.1
Pikeville C, IIB	21.2	18.6	17.4	15.6
Spalding U, IIB	23.6	19.4	18.5	15.8
Sue Bennett C, III		11.0		10.0
Thomas More C, IIB	23.4	19.7	17.5	—
Transylvania U, IIB	29.1	24.8	22.5	—
Union C, IIA	22.1	17.0	15.9	14.5
Western Kentucky U, IIA	32.5	26.8	22.9	18.8

LOUISIANA

	Prof	Assoc Prof	Asst Prof	Inst
Centenary C of Louisiana, IIB	31.4	27.5	21.7	18.8
Delgado CC, III	33.0	28.7	25.7	21.6
Dillard U, IIB	27.4	21.8	20.4	17.4
Grambling St U, IIA	28.4	26.6	23.7	19.0
Louisiana C, IIB	27.6	24.7	21.0	18.7
Louisiana St U				
Alexandria, III	28.7	24.7	21.4	17.6
Eunice, III	—	24.8	22.1	18.5
Shreveport, IIB	34.7	29.4	24.1	21.8
Louisiana St U and A&M C, I	41.4	31.2	26.5	18.8
Louisiana Tech U, IIA	34.6	28.4	24.2	19.9
Loyola U in New Orleans, IIA	37.9	31.3	26.8	21.0
Mc Neese St U, IIA	32.2	29.8	24.6	21.5
U of New Orleans, IIA	37.0	28.8	23.1	17.7
Nicholls St U, IIA	31.9	27.6	23.1	18.7
Northeast La U, IIA	34.7	29.8	24.5	17.7
Northwestern St U IIA	29.0	24.3	21.3	17.7
Notre Dame Sem Grad Sch of Theol, IIC	9.5			
Our Lady of Holy Cross C, IIB	—	19.5	19.1	20.0
Southeastern La U, IIA	30.6	27.9	24.1	19.8
Southern U A&M C, IIA	31.1	26.4	22.5	19.4
Southern U				
New Orleans IIB	30.2	27.0	24.0	20.0
Shreveport-Bossier, III	—	24.1	21.8	20.0
U of Southwestern La, IIA	37.1	30.3	25.7	21.0
Tulane U of Louisiana, I	41.8	32.8	25.5	18.1
Xavier U of La, IIB	25.5	21.6	20.0	17.4

MAINE

	Prof	Assoc Prof	Asst Prof	Inst
Bates C, IIB	41.0	32.1	24.4	22.3
Bowdoin C, IIB	44.3	32.8	24.6	21.4
Colby C, IIB	43.6	30.7	23.9	—
Husson C, IIC	28.6	25.4	22.2	—
U of Maine				
Augusta, III	28.6	24.8	18.2	—
Farmington, IIC	32.5	28.4	20.8	—
Fort Kent, IIB	—	24.5	20.1	19.3
Machias, IIB	30.4	26.1	19.6	
Orono, IIA	36.5	27.9	22.5	16.5
Presque Isle, IIB	31.6	25.9	20.3	—
Me Maritime Acad, IIC	27.8	24.6	21.3	—
U of New England, IIB	—	23.9	18.7	—
Saint Joseph's C, IIC	—	—	18.7	
U of Southern Maine, IIA	35.8	28.3	23.2	17.5
Thomas C, IIC	—	—	21.7	—
Unity C, IIB	19.5	—	18.5	—

MARYLAND

	Prof	Assoc Prof	Asst Prof	Inst
Allegany CC, III	28.2	23.6	19.6	17.5
Anne Arundel CC, III	35.8	30.6	24.5	21.1
U of Baltimore, IIA	37.2	32.2	26.3	
Bowie St C, IIB	38.0	31.7	25.2	19.3
Capitol Inst of Tech, IIC	—	25.0	21.2	
Catonsville CC, III	38.1	31.5	25.9	21.8
Cecil CC, III	30.0	25.3	21.8	17.0
Charles County CC, III	30.0	28.3	22.7	17.5
Chesapeake C, III	—	25.4	20.1	18.0
C of Notre Dame of Md, IIB	27.3	24.3	21.7	—
Columbia Union C, IIB	22.2	20.6	19.6	18.7
CC of Baltimore, III	33.4	28.0	23.2	19.6
Coppin St C, IIB	36.9	29.9	24.6	18.1
Dundalk CC, III	33.3	28.7	25.6	21.4
Essex CC, III	37.2	28.7	25.2	19.6
Frederick CC, III	34.5	—	20.7	15.9
Frostburg St C, IIA	35.1	28.5	24.4	20.8
Garrett CC, III	—	—	20.2	17.6
Goucher C, IIB	34.0	25.9	21.8	17.2
Hagerstown JC, III	28.8	25.2	21.4	—
Harford CC, III	36.2	31.4	25.1	19.8
Hood C, IIA	31.2	24.9	20.7	17.3
Howard CC, III	37.2	32.3	25.2	19.6
Johns Hopkins U, I	50.4	34.4	28.5	25.7
Loyola C, IIA	39.8	33.5	28.2	—
U of Maryland				
Baltimore Professional Schools, IIC	49.1	37.2	30.2	20.3
Baltimore County, IIA	44.2	32.1	26.5	19.2
College Park, I	45.6	35.3	27.1	19.7
Eastern Shore, IIB	—	30.8	29.4	23.3
Montgomery C				
Germantown, III	33.6	25.6	22.9	
Rockville, III	36.5	31.1	25.3	21.1
Takoma Park, III	36.8	28.1	23.6	—
Morgan State U, IIA	40.9	32.7	28.0	21.0
Mount Saint Mary's C, IIB	31.5	25.0	20.0	—
Peabody Inst of the Johns Hopkins U, IIC	26.5			
Prince George's CC, III	35.8	31.6	25.6	
Saint Mary's C of Md, IIB	36.5	29.5	22.3	—
Salisbury St C, IIA	36.6	28.5	23.4	19.1
Towson St U, IIA	38.5	32.2	28.8	21.3
Washington Bible C, IIC	—	—	15.1	—
Washington C, IIB	32.8	26.2	21.1	
Western Maryland C, IIA	32.1	26.6	24.0	—
Wor-Wic Tech CC, III		—	23.1	—

MASSACHUSETTS

	Prof	Assoc Prof	Asst Prof	Inst
American Internat'l C, IIA	30.4	23.2	18.8	—

MASSACHUSETTS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Amherst C, IIB	47.7	32.5	25.9	
Andover Newton Theological Sch, IIC	28.2	—	—	
Anna Maria C, IIB	—	24.2	20.9	—
Assumption C, IIB	34.8	28.1	24.5	—
Atlantic Union C, IIB	20.1	19.2	18.3	—
Babson C, IIC	48.6	38.9	31.3	—
Bay Path JC, III	—	24.7	18.9	—
Becker JC				
Leicester, III	—	—	18.9	—
Worcester, III	—	—	18.4	—
Bentley C, IIC	43.7	35.3	28.4	25.2
Berkshire CC, III	28.2	22.8	18.9	17.2
Boston C, I	46.6	34.4	28.9	23.5
Bradford C, IIB	—	21.3	18.5	
Brandeis U, I	47.7	34.6	25.6	22.3
Bridgewater St C, IIA	37.3	31.7	28.5	24.7
Bristol CC, III	28.3	23.3	20.9	18.1
Bunker Hill CC, III	25.8	23.2	20.9	17.4
Cape Cod CC, III	30.8	28.1	25.3	23.0
Clark U, IIA	41.6	31.8	24.2	—
C of the Holy Cross, IIB	41.8	31.4	25.5	21.1
Curry C, IIB	28.2	24.8	20.3	17.6
Dean JC, III	—	28.3	19.4	16.4
Elms C, IIB	—	25.5	20.5	—
Emerson C, IIA	40.8	31.3	28.2	—
Emmanuel C, IIB	30.3	26.3	20.3	—
Endicott C, III	21.6	—	18.2	15.6
Episcopal Divinity School, IIC	21.0		—	
Fitchburg St C, IIB	35.9	31.6	27.6	
Framingham St C, IIA	36.4	30.2	27.0	23.5
Franklin Inst of Boston, III	—	—	20.1	18.6
Gordon C, IIB	28.7	24.1	20.1	—
Gordon-Conwell Theol Seminary, IIC	30.3	—	22.1	
Greenfield CC, III	28.7	23.0	19.6	—
Hampshire C, IIB	38.1	28.8	22.4	
Harvard U, I	62.9	34.4	27.6	20.5
Hellenic C, IIC	28.8	—	—	17.1
Holyoke CC, III	32.6	27.8	25.0	19.7
Laboure C, III	—	—	20.7	18.7
Lasell JC, III	20.9	20.9	16.0	18.9
Lesley C, IIC	27.6	23.7	21.2	18.1
U of Lowell, IIA	43.8	35.0	28.7	25.2
U of Massachusetts				
Amherst, I	44.8	35.5	28.6	24.7
Boston, IIA	43.0	34.7	28.9	26.8
Mass Bay CC, III	28.1	24.0	20.4	18.3
Mass C of Art, IIC	34.9	25.8	25.6	—
Mass C of Pharmacy & Allied Health Sci, IIC	31.2	26.7	23.0	—
Mass Inst of Tech, I	55.3	39.3	31.8	24.1
Mass Maritime Acad, IIC	34.1	35.0	30.3	—
Massasoit CC, III	27.0	23.5	19.5	18.5
Merrimack C, IIB	35.8	29.1	23.1	
Mount Holyoke C, IIB	41.8	31.7	24.2	18.7
Mount Wachusett CC, III	27.3	24.3	21.6	17.3
New England C of Optometry, IIC	36.5	30.7	24.9	—
New England Sch of Law, IIC	38.4	34.4	28.9	
North Adams St C, IIB	36.0	29.5	26.7	21.1
North Shore CC, III	28.6	24.1	20.2	17.4
Northeastern U, I	44.5	34.0	27.3	18.4
Pine Manor C, IIB	31.8	—	21.5	
Quinsigamond CC, III	32.6	27.7	24.3	21.0
Regis C, IIB	31.4	26.2	22.2	—
Salem St C, IIA	37.2	31.7	25.9	19.9
Simmons C, IIA	42.1	32.5	26.6	23.8
Smith C, IIA	45.5	32.9	25.4	20.4
Southeastern Mass U, IIA	38.4	28.7	26.2	
Springfield C, IIA	34.3	25.6	21.4	12.7
Springfield Tech CC, III	27.7	24.3	21.7	18.6
Stonehill C, IIB	32.1	25.8	22.9	
Suffolk U, IIA	41.7	33.9	27.7	20.6
Tufts U, I	47.4	34.9	27.9	21.8
Wellesley C, IIB	50.4	34.3	28.9	23.5
Wentworth Inst of Tech, III	28.5	24.9	22.8	—
Western New England C, IIA	44.8	32.6	27.4	20.4
Westfield St C, IIA	34.6	28.7	27.4	22.6
Wheaton C, IIB	38.3	28.1	23.6	—
Wheelock C, IIC	35.9	26.9	20.6	—
Williams C, IIB	47.0	33.1	26.2	—
Worcester Polytechnic Inst, IIC	44.0	35.1	28.5	20.0
Worcester St C, IIB	35.1	31.7	28.9	—

MICHIGAN

	Prof	Assoc Prof	Asst Prof	Inst
Adrian C, IIB	29.7	24.4	18.6	—
Albion C, IIB	37.9	31.0	23.4	17.5
Alma C, IIB	32.3	25.3	20.6	—
Aquinas C, IIB	31.0	26.6	22.0	20.3
Calvin C & Sem, IIB	31.8	27.3	24.3	19.0
Center for Creative Studies, IIC	25.9	24.3	—	19.4
Central Michigan U, IIA	37.7	31.3	26.2	20.4
Concordia C, IIB	27.3	23.5	20.3	—
Delta C, III	37.7	33.3	28.0	23.9
U of Detroit, I	34.9	30.3	24.8	20.0
Eastern Michigan U, IIA	35.1	30.3	25.7	21.6
G M I Engineering & Management Inst, IIC	38.0	30.0	28.0	—
Grand Valley St C, IIA	35.1	29.3	24.1	—
Hope C, IIB	31.2	27.5	22.6	19.9
Jordan C, IIB	—		15.1	13.3
Kalamazoo C, IIB	35.1	26.6	21.9	—
Lake Superior St C, IIB	31.7	26.2	24.2	20.0
Lansing CC, III	28.6	26.6	23.8	21.2
Madonna C, IIB	28.5	25.0	20.8	18.3
Mercy C Of Detroit, IIB	28.4	23.8	19.9	17.6
U of Michigan				
Ann Arbor, I	48.1	36.9	29.5	20.9
Dearborn, IIA	35.9	27.2	23.8	
Flint, IIB	38.0	30.0	25.9	—
Michigan St U, I	40.3	30.4	25.8	21.3
Michigan Tech U, IIA	43.9	32.4	27.2	20.5
Nazareth C, IIC	—	21.5	17.7	15.6
Northern Michigan U, IIA	36.3	29.5	23.5	19.9
Northwestern Mich C, III	34.8	29.0	23.8	19.7
Oakland U, IIA	36.5	29.8	25.2	22.0
Olivet C, IIB	24.1	19.7	18.6	—
Saginaw Valley St C, IIA	32.5	27.7	25.3	22.8
Siena Heights C, IIB		21.3	19.2	—
Spring Arbor C, IIB	21.9	19.5	17.3	—
Wayne St U, I	40.7	30.0	24.7	19.8
Western Michigan U, I	36.8	29.9	25.5	18.7
Western Theol Sem, IIC	28.3	—	—	

MINNESOTA

	Prof	Assoc Prof	Asst Prof	Inst
Augsburg C, IIB	27.4	20.9	19.5	14.1
Bemidji St U, IIA	36.9	31.2	25.0	20.9
Bethel C & Seminary, IIB	28.1	23.6	20.2	17.5
Carleton C, IIB	40.8	31.8	24.7	22.1
C of Saint Benedict, IIB	32.3	27.1	22.1	19.0
C of Saint Catherine, IIB	32.4	28.5	22.1	18.5
C of Saint Scholastica, IIB	—	23.7	21.1	18.7
C of Saint Teresa, IIB	24.4	22.6	18.4	—
C of Saint Thomas, IIA	38.2	31.4	24.7	21.1
Concordia C				
Moorhead, IIB	33.0	27.9	22.8	17.4
Saint Paul, IIB	28.2	22.1	18.7	—
Gustavus Adolphus C, IIB	32.7	28.8	20.8	18.8
Hamline U, IIB	31.0	28.5	20.1	—
Luther NW Theol Sem, IIC	28.4	25.5	22.7	—
Macalester C, IIB	37.9	29.8	22.6	19.1
Dr Martin Luther C, IIC	14.3		—	
Metropolitan St U, IIB	36.0	31.8	25.7	
U of Minnesota				
Duluth, IIA	40.8	32.5	25.8	21.8
Minneapolis-St Paul, I	44.4	32.7	28.0	23.6
Morris, IIB	36.1	30.0	23.3	20.1
Tech C at Crookston, III	—	28.5	25.9	21.8
Tech C at Waseca, III	—	27.9	25.7	—
Minneapolis C of Art & Design, IIC	29.4	25.8	20.4	—
Minnesota Bible C, IIC	19.3			—
Moorhead St U, IIA	36.5	32.1	25.7	19.9
Northwestern C, IIB	28.6	24.3	20.8	
Saint Cloud St U, IIA	38.6	30.9	25.2	19.0
Saint John's U, IIB	36.7	30.1	23.9	19.3
Saint Mary's C, IIA	31.2	25.4	21.6	
Saint Olaf C, IIB	38.5	29.7	23.5	21.2
Saint Paul Bible C, IIB	—	22.7	20.5	18.1
Southwest St U, IIB	38.4	31.5	26.0	—
United Theol Sem, IIC	24.8	—	—	
Winona State U, IIA	36.1	31.2	25.3	17.8

MISSISSIPPI

	Prof	Assoc Prof	Asst Prof	Inst
Alcorn St U, IIB	30.3	25.4	21.9	18.4
Belhaven C, IIB	24.0	20.6	18.3	—
Blue Mountain C, IIB		—	18.8	16.5
Delta St U, IIA	31.2	25.2	21.9	18.3
Jackson St U, IIA	30.0	26.8	22.9	18.8
Millsaps C, IIB	29.8	25.5	20.5	—
U of Mississippi, I	37.2	29.0	23.1	17.3
Mississippi St U, I	38.2	28.9	24.7	18.2
Miss U for Women, IIA	30.3	25.2	23.2	20.8
Miss Valley St U, IIB	28.0	24.3	20.5	17.6
Reformed Theol Sem, IIC	30.8	—		
Rust C, IIB	—	18.7	17.0	15.3
U of Southern Miss, I	36.9	29.7	24.3	18.7
William Carey C, IIB	21.4	18.6	15.5	14.2

MISSOURI

	Prof	Assoc Prof	Asst Prof	Inst
Avila C, IIB	25.3	23.2	19.9	18.4
Baptist Bible C, IIC	20.8			
Central Bible C, IIC	—	21.7	19.3	14.7
Central Methodist C, IIB	26.8	20.7	19.9	17.5
Central Mo St U, IIA	32.7	28.5	23.7	18.4
Columbia C, IIB	22.6	19.2	19.3	16.8
Concordia Sem, IIC	23.2	20.5	15.6	—
Covenant Theol Sem, IIC	—	23.9		
Culver-Stockton C, IIB	28.5	21.9	18.9	—
Drury C, IIB	29.3	23.2	18.8	18.1
Eden Theol Sem, IIC	25.4	—	—	
Evangel C, IIB	24.6	22.0	18.7	13.6
Fontbonne C, IIB	22.0	17.3	15.2	14.0
Harris-Stowe St C, IIC	—	—	22.8	—
Kansas City Art Inst, IIC	28.4	21.9	—	
Lincoln U, IIA	29.2	24.7	21.1	18.6
Lindenwood C's, IIA	26.6	22.8	18.9	—
Logan C of Chiropractic, IIC	—	25.0	19.8	18.9
Maryville C, IIB	26.2	22.8	18.1	
U of Missouri				
Columbia, I	37.4	28.4	25.3	19.8
Kansas City, I	38.9	29.1	23.5	17.8
Rolla, IIC	40.5	31.7	28.6	—
St Louis, IIA	38.3	29.4	25.4	25.7
Missouri Baptist C, IIB	—	—	17.1	15.1
Mo Southern St C, IIB	30.0	28.4	24.0	19.9
Missouri Valley C, IIB	—	19.0	17.7	—
Mo Western St C, IIB	32.0	28.0	22.7	17.4
Nazarene Theol Sem, IIC	27.4	26.4	—	
Northeast Mo St U, IIA	33.5	29.4	25.6	20.1
Northwest Mo St U, IIA	30.9	25.9	21.5	18.7
Park C, IIB	23.4	17.6	17.5	—
Rockhurst C, IIB	33.3	27.9	23.7	22.9
St Louis Christian C, IIC	17.8			
St Louis C of Pharmacy, IIC	—	—	26.3	—
St Louis CC				
Florissant Valley, III	36.5	30.0	24.0	19.0
Forest Park, III	36.3	30.4	24.4	19.2
Meramec, III	34.8	30.2	22.8	20.8
Saint Louis U, I	40.6	28.6	25.5	21.7
Saint Mary's C of O'Fallon, III	—			17.0
Saint Paul's C, III	—	—	14.4	11.8
School of the Ozarks, IIB	27.0	22.1	19.7	
Southeast Mo St U, IIA	32.3	26.7	22.7	18.9
Southwest Baptist U, IIB	25.8	19.7	18.1	17.5
Southwest Mo St U, IIA	33.9	28.2	24.7	19.4
Washington U, I	45.7	33.4	26.8	21.0
Webster U, IIA	31.5	27.4	22.3	18.6
Westminster C, IIB	31.0	25.3	22.6	—
William Jewell C, IIB	29.0	23.7	20.7	18.2
William Woods C, IIB	26.3	21.1	18.5	17.8

MONTANA

	Prof	Assoc Prof	Asst Prof	Inst
Carroll C, IIB	29.6	23.0	20.2	—
C of Great Falls, IIB	24.5	20.1	18.8	—
Eastern Montana C, IIB	31.3	28.3	22.3	19.1
U of Montana, I	32.4	28.0	22.4	—
Montana C of Mineral Science & Tech, IIC	37.6	30.6	24.9	18.6
Montana St U, IIA	36.8	28.8	24.0	19.2
Northern Montana C, IIB	29.7	28.1	24.2	20.9
Rocky Mountain C, IIB	24.0	—	17.5	—
Western Montana C, IIC	32.0	25.8	21.3	

NEBRASKA

	Prof	Assoc Prof	Asst Prof	Inst
Bellevue C, IIB		23.1	19.4	—
Chadron St C, IIB	32.7	28.1	22.1	18.2
C of Saint Mary, IIB	—	24.4	21.5	18.8
Concordia Teachers C, IIC	24.3	21.6	18.6	—
Creighton U, IIA	38.6	31.4	23.7	19.6
Dana C, IIB	24.8	21.1	18.1	—
Doane C, IIB	26.5	23.2	20.3	—
Hastings C, IIB	28.1	23.8	20.2	16.7

NEBRASKA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Kearney St C, IIA	31.2	25.9	21.5	17.5
Midland Lutheran C, IIB	25.4	21.7	20.6	17.9
U of Nebraska				
Lincoln I	37.9	28.2	24.8	18.9
Omaha, IIA	34.0	27.7	22.3	21.3
Nebraska Wesleyan U, IIB	27.5	23.1	20.1	—
Peru St C, IIB	25.4	25.2	22.3	17.3
Union C, IIB	21.6	20.2	18.7	17.4
Wayne St C, IIA	33.6	28.3	22.8	19.0
York C, III	—	20.9	18.3	—

NEVADA

	Prof	Assoc Prof	Asst Prof	Inst
U of Nevada				
Las Vegas, IIA	37.5	29.6	25.5	21.2
Reno, I	36.3	29.2	23.8	19.9

NEW HAMPSHIRE

	Prof	Assoc Prof	Asst Prof	Inst
Dartmouth C, I	48.6	30.2	26.6	21.0
Franklin Pierce C, IIB	27.3	23.9	17.6	—
Franklin Pierce Law Center, IIC	42.3	—	—	
U of New Hampshire, I	38.3	29.3	23.9	20.8
New Hampshire C, IIC	32.9	27.0	23.9	20.6
NH Voc-Tech C				
Claremont, III	23.6	18.3	18.4	—
Manchester, III	23.6	18.8	16.8	
Plymouth St C, IIB	31.5	26.5	22.6	19.1
Rivier C, IIA	—	21.7	18.8	—
Saint Anselm C, IIB	30.7	25.9	22.2	18.4

NEW JERSEY

	Prof	Assoc Prof	Asst Prof	Inst
Bergen CC, III	41.9	37.7	29.4	22.7
Bloomfield C, IIB	30.6	27.2	22.2	20.7
Brookdale CC, III	37.8	32.5	24.2	19.1
Centenary C, IIB	28.4	21.3	17.6	14.7
C of Saint Elizabeth, IIB	—	—	18.6	—
County C Of Morris, III	37.7	31.2	25.7	21.8
Cumberland County C, III	36.7	33.2	28.3	25.8
Drew U, I	39.6	30.8	23.7	—
Georgian Court C, IIB	28.7	25.3	23.1	18.3
Glassboro St C, IIB	40.4	32.5	26.0	20.9
Gloucester County C, III	31.6	38.2	26.7	25.9
Jersey City St C, IIA	41.1	33.4	27.2	20.7
Mercer County CC, III	37.4	31.4	28.4	20.0
Middlesex County C, III	40.4	34.7	28.6	23.2
Monmouth C, IIA	34.0	28.3	24.0	—
Montclair St C, IIA	40.0	32.6	26.1	21.0
New Brunswick Theol Sem, IIC	30.0	—	—	—
Passaic County CC, III	—	—	23.3	18.2
Princeton Theol Sem, IIC	45.0	40.5	29.9	—
Princeton U, I	55.2	34.9	27.4	22.4
Rider C, IIC	41.6	33.2	26.0	23.5
Rutgers U				
Camden, IIB	48.8	34.1	24.3	20.8
Newark, IIA	48.3	35.1	25.6	19.8
New Brunswick, I	47.6	33.0	24.3	18.5
Saint Peter's C, IIB	32.2	26.1	21.6	19.6
Salem CC, III	—	—	21.9	21.1
Seton Hall U, IIA	38.2	30.4	24.0	21.8
Somerset County C, III	35.2	28.6	22.8	18.6
Stockton St C, IIB	38.6	30.8	24.1	20.7
Trenton St C, IIA	43.7	33.1	26.5	22.0
Union County C, III	36.6	28.4	22.6	17.8
Upsala C, IIB	32.1	26.8	21.6	18.1
Westminster Choir C, IIC	33.1	25.4	20.0	14.4
William Paterson C, IIA	40.6	32.1	25.6	21.1

NEW MEXICO

	Prof	Assoc Prof	Asst Prof	Inst
Eastern NM U, IIA	35.7	29.8	25.0	20.4
Roswell, III			—	22.8
U of New Mexico, I	39.4	29.3	24.2	19.0
NM Highlands U, IIA	31.6	25.2	21.4	18.8
NM Inst of Mining & Tech, IIA	35.8	28.1	28.0	—
NM Military Inst, III	—	25.6	22.8	20.8
New Mexico St U				
Main campus, I	37.8	28.9	24.1	19.0
Alamogordo, III	—	27.4	22.2	20.5
Carlsbad, III	—	—	22.9	—
Dona Ana, III	—	20.7	17.7	18.9
Grants, III			—	18.8
Western NM U, IIA	33.7	28.8	23.4	—

NEW YORK

	Prof	Assoc Prof	Asst Prof	Inst
Adelphi U, I	40.7	31.7	26.7	23.3
Adirondack CC, III	31.4	25.8	20.4	18.1
Albany C of Pharmacy, IIC	37.1	28.1	—	—
Alfred U, IIA	35.4	30.5	24.4	19.5
Bard C, IIB	35.3	30.1	22.1	
Barnard C, IIB	45.9	30.1	23.7	19.8
Canisius C, IIB	35.5	31.8	24.1	—
Cazenovia C, III	23.9	—	17.6	14.9
Clinton CC, III	27.6	23.6	21.5	—
Colgate U, IIB	44.9	33.4	23.9	19.6
C of Mt Saint Vincent, IIB	28.8	23.5	20.8	17.3
C of New Rochelle, IIA	37.5	30.3	24.6	18.7
C of Saint Rose, IIA	30.4	24.5	20.4	17.6
Columbia U, I	53.3	38.6	28.7	—
Teachers C, IIC	44.9	33.8	25.2	20.3
Cooper Union, IIB	40.1	32.7	28.7	
Cornell U Endowed C's, I	48.3	34.6	28.1	21.3
Statutory C's, I	45.4	34.9	29.4	20.3
Dominican C, IIB	—	25.5	22.2	17.8
D'youville C, IIC	30.3	23.3	18.2	14.5
Elizabeth Seton C, III	—	22.5	17.9	—
Fashion Inst of Tech, III	51.6	41.9	36.2	26.1
Fordham U, I	48.2	35.8	27.2	24.1
Hamilton C, IIB	41.9	31.3	24.4	20.6
Hartwick C, IIB	32.9	28.2	21.5	—
Hilbert C, III	—	—	16.9	16.0
Hobart-William Smith C's, IIB	36.3	29.8	23.5	—
Hofstra U, IIA	41.7	33.1	27.7	24.8
Iona C, IIA	40.6	33.6	27.4	22.8
Ithaca C, IIB	34.9	28.8	23.3	18.3
Keuka C, IIB	23.2	18.7	17.1	15.7
Le Moyne C, IIB	34.4	28.4	23.6	20.5
Long Island U, IIA	37.9	30.3	24.5	19.7
Manhattan C, IIA	41.3	34.4	27.1	20.8
Manhattanville C, IIA	38.2	28.7	19.8	—
Marist C, IIB	37.9	28.2	24.2	—
Maryknoll Sch of Theology, IIC	22.5	17.8	—	
Marymount C, IIB	32.0	26.0	22.8	—
Mercy C, IIB	37.0	28.4	23.9	18.0
Molloy C, IIC	—	22.4	19.3	13.9
Nazareth C of Rochester, IIB	32.8	27.1	22.8	—
NY C of Podiatric Medicine, IIC	38.1	30.4	25.4	—

NEW YORK—Continued

	Prof	Assoc Prof	Asst Prof	Inst
NY Inst of Tech, IIA	39.2	32.7	25.9	20.2
New York U, I	52.2	35.7	30.5	24.2
Niagara U, IIA	31.7	25.6	22.9	18.0
Pace U, IIA	42.6	34.4	27.9	20.6
Paul Smith's C of Arts & Sciences, III	27.2	21.0	17.3	14.2
Pratt Inst, IIA	36.1	29.5	23.9	
Rensselaer Poly Inst, I	48.8	36.7	30.5	
U of Rochester, I	47.8	34.9	27.0	20.6
Rochester Inst of Tech, IIA	38.2	32.9	26.7	22.5
Rockefeller U, I	67.9	37.1	28.5	20.9
Russell Sage C, IIA	35.2	28.8	23.8	18.1
Saint Bonaventure U, IIA	33.5	28.8	23.1	20.0
Saint Francis C, IIB	38.7	28.8	20.4	22.4
Saint John Fisher C, IIB	35.3	27.2	22.6	—
Saint Lawrence U, IIB	42.6	31.3	24.8	20.0
Saint Thomas Aquinas C, IIB	32.0	27.1	22.3	19.8
Siena C, IIB	34.7	28.4	22.2	—
Skidmore C, IIB	40.8	30.1	24.2	18.9
St U of NY				
Albany, I	51.4	37.9	28.8	
Binghamton, I	50.2	38.1	27.8	
Buffalo, I	52.8	37.4	28.1	—
Stony Brook, I	50.5	38.9	27.4	—
Empire St C, IIB	38.3	31.4	25.4	22.0
C at Buffalo, IIA	38.7	31.3	25.9	21.4
C at Brockport, IIA	42.4	34.5	27.8	19.6
C at Cortland, IIA	38.5	30.7	24.2	19.7
C at Fredonia, IIA	41.8	31.8	28.0	19.6
C at Geneseo, IIA	40.9	30.3	24.1	19.8
C at New Paltz, IIA	38.8	32.8	27.1	—
C at Old Westbury, IIB	41.6	34.8	25.6	20.6
C at Oneonta, IIA	40.0	32.0	26.3	—
C at Oswego, IIA	41.3	31.4	24.5	20.1
C at Plattsburgh, IIA	38.6	32.5	26.0	—
C at Potsdam, IIA	38.1	31.6	24.8	19.2
C at Purchase, IIB	41.7	30.5	26.1	—
C of Optometry, IIC	46.8	36.6	27.7	—
C of Technology, IIA	—	31.5	24.9	—
A&T C at Alfred, III	36.9	31.2	25.6	19.0
A&T C at Canton, III	33.8	28.1	23.3	19.7
A&T C at Cobleskill, III	33.6	27.5	24.1	21.7
A&T C at Delhi, III	34.0	28.1	23.6	18.4
A&T C at Farmingdale, III	37.5	28.4	24.2	21.0
A&T C at Morrisville, III	35.3	28.4	23.9	20.9
C of Environmental Science & Forestry, IIA	38.6	28.7	22.2	
Maritime C, IIB	41.4	28.7	24.5	—
NY St C of Ceramics, IIC	42.3	34.1	28.4	—
Broome CC, III	31.4	26.8	21.2	18.8
Columbia-Greene CC, III	32.3	26.7	21.2	—
CC of Finger Lakes, III	27.7	23.3	20.0	18.3
Corning CC, III	30.6	26.0	21.1	—
Dutchess CC, III	38.6	32.1	26.6	18.0
Erie CC				
Buffalo, III	31.1	—	24.3	18.8
Orchard Park, III	31.2	28.3	24.5	18.7
Williamsville, III	31.7	27.5	25.1	18.8
Fulton-Montgomery CC, III	30.2	25.4	24.0	18.1
Genesee CC, III	27.6	25.0	19.0	—
Herkimer County CC, III	31.8	27.4	20.7	18.6
Hudson Valley CC, III	38.3	28.5	24.2	18.9
Jamestown CC, III	32.1	30.1	20.9	18.6
Monroe CC, III	36.2	28.1	24.1	21.1
Nassau CC, III	45.6	37.2	30.2	24.0
Niagara County CC, III	34.5	28.2	23.7	18.3
North Country CC, III	32.7	28.1	23.5	18.5
Onondaga CC, III	35.6	29.8	23.1	21.1
Schenectady County CC, III	31.7	25.9	19.4	17.5
Sullivan County CC, III	31.9	28.2	21.6	—
Ulster County CC, III	38.6	28.6	25.0	20.3
Westchester CC, III	48.5	43.4	36.9	28.2
Syracuse U, I	42.2	30.6	24.3	20.6
Utica C, IIB	30.9	24.9	20.1	—
Trocaire C, III	—	—	18.6	15.6
Union C, IIA	41.8	31.9	26.1	22.1
US Merchant Marine Acad, IIC	47.0	36.1	30.3	—
Vassar C, IIB	48.5	30.5	24.3	—
Wagner C, IIA	33.6	27.0	21.0	17.2
Wells C, IIB	39.0	24.4	19.6	—

NORTH CAROLINA

	Prof	Assoc Prof	Asst Prof	Inst
Appalachian St U, IIA	33.1	27.7	25.8	19.4
Atlantic Christian C, IIB	25.0	20.4	18.0	17.0
Barber-Scotia C, IIB	—	—	18.3	17.7
Belmont Abbey C, IIB	—	20.8	18.7	—
Bennett C, IIB	22.8	18.6	17.3	15.0
Catawba C, IIB	25.9	19.8	18.0	—
Davidson C, IIB	38.1	32.4	25.5	—
Duke U, I	48.1	34.7	28.0	26.9
East Carolina U, IIA	36.4	29.9	24.2	20.3
Elizabeth City St U, IIB	30.4	27.5	25.0	22.5
Elon C, IIB	25.4	23.6	19.9	17.5
Fayetteville St U, IIB	34.9	28.1	24.3	21.3
Greensboro C, IIB	25.5	22.5	19.7	—
Guilford C, IIB	32.2	28.4	20.8	17.6
High Point C, IIB	28.6	22.0	19.9	18.1
Johnson C Smith U, IIB	—	22.8	20.1	18.6
Lenoir-Rhyne C, IIB	25.2	22.2	19.3	—
Livingstone C, IIB		18.8	15.9	15.3
Mars Hill C, IIB	24.3	20.7	19.4	—
Methodist C, IIB	—	19.0	17.0	15.8
U of North Carolina				
Asheville, IIB	36.0	28.2	25.4	21.8
Chapel Hill, I	48.2	34.1	27.8	20.9
Charlotte, IIA	38.5	30.5	25.2	—
Greensboro, I	42.8	31.3	28.0	20.6
Wilmington, IIB	36.1	28.8	24.1	—
NC A&T St U, IIA	35.7	30.3	25.3	20.6
NC Central U, IIA	38.2	29.5	24.5	20.7
NC Sch of the Arts, IIC				24.4
North Carolina St U, I	45.2	35.3	28.8	20.7
NC Wesleyan C, IIB	23.5	21.0	18.7	—
Pembroke St U, IIB	35.3	28.2	23.7	—
Pfeiffer C, IIB	22.7	19.6	19.2	14.8
Sacred Heart C, IIB	—	—	16.6	
Saint Andrews Presbyterian C, IIB	30.3	25.0	19.5	18.2
Salem C, IIB	30.0	24.0	21.1	—
SE Baptist Theol Sem, IIC	27.5	—	—	
Wake Forest U, IIA	38.9	32.0	24.5	17.4
Western Carolina U, IIA	34.8	28.2	24.4	20.1
Winston-Salem St U, IIB	30.1	27.7	24.1	20.4

NORTH DAKOTA

	Prof	Assoc Prof	Asst Prof	Inst
Jamestown C, IIB	—	22.2	19.1	18.7
Minot St C, IIB	28.1	25.1	22.1	21.5
U of North Dakota				
Grand Forks, I	35.3	27.0	22.7	18.4

NORTH DAKOTA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
North Dakota St U, IIA	35.5	27.3	23.5	19.5
Valley City St C, IIB	28.5	25.2	21.2	21.5

OHIO

	Prof	Assoc Prof	Asst Prof	Inst
Air Force Inst of Tech, IIC	39.3	31.3	28.2	26.2
U of Akron				
Main campus, I	40.1	31.6	26.3	22.0
Antioch U, IIA	24.1	17.8	16.7	
Ashland C, IIA	28.7	26.2	19.1	18.8
Baldwin-Wallace C, IIB	30.8	25.0	20.6	
Belmont Tech C, III	—	—	18.2	
Bluffton C, IIB	22.8	19.4	17.2	—
Bowling Green State				
Main campus, I	40.5	31.9	25.7	19.1
Firelands, III	—	26.2	23.0	21.0
Capital U, IIB	29.6	21.8	19.1	17.1
Case Western Reserve U, I	45.6	36.1	28.3	21.4
Cedarville C, IIB	28.1	26.0	20.6	—
U of Cincinnati				
Main campus, I	44.0	33.3	27.0	18.7
Clermont General Tech C, III	—	—	24.4	—
Raymond Walters General & Tech C, III	35.6	30.6	22.6	18.6
Clark Tech C, III	—	28.0	24.7	21.4
Cleveland St U, IIA	44.3	35.2	27.2	28.4
C of Mount Saint Joseph, IIB	28.3	22.9	19.4	17.7
C of Wooster, IIB	35.2	25.6	20.6	—
Columbus C of Art & Design, IIC	26.0	20.4	19.2	18.6
U of Dayton, IIA	35.1	30.2	24.0	19.8
Defiance C, IIB	33.2	26.5	19.1	—
Denison U, IIB	36.3	28.4	22.5	18.5
Dyke C, IIC		—	17.4	15.2
Edison St CC, III		28.4	22.6	20.5
Hebrew Union C, IIC	42.1	29.4	—	
Heidelberg C, IIB	27.6	22.0	18.9	18.4
Hiram C, IIB	30.1	24.1	21.7	—
Jefferson Tech C, III		26.4	20.1	17.3
John Carroll U, IIA	30.9	28.0	23.9	20.5
Kent St U				
Main campus, I	40.6	30.8	26.1	18.8
Ashtabula, III		26.6	25.6	—
Liverpool, III			23.1	—
Salem, III	—	—	23.0	—
Stark, III	—	30.2	26.0	—
Trumbull, III	—	28.5	23.7	—
Tuscarawas, III	—	28.1	26.1	—
Kenyon C, IIB	40.8	31.5	23.1	20.3
Lake Erie C, IIB	—	21.7	18.1	—
Lima Tech C, III		28.0	24.5	20.6
Lorain County CC, III	—	30.4	26.4	21.1
Lourdes C, IIB			—	18.0
Malone C, IIB	23.0	18.6	15.8	—
Marietta C, IIB	29.5	24.7	20.3	—
Methodist Theol Sch of Ohio, IIC	32.6	—	—	
Miami U				
Hamilton, III	—	30.2	23.4	—
Middletown, III	—	29.9	25.2	26.7
Oxford, I	41.6	31.7	24.9	22.7
Mount Union C, IIB	30.5	24.2	21.5	17.6
Mount Vernon Nazarene C, IIB	24.6	22.0	18.0	—
Muskingum Area Tech C, III	—	26.5	21.4	19.4
Muskingum C, IIB	32.5	26.5	22.6	16.2
North Central Tech C, III	—	22.7	20.6	17.0
Notre Dame C, IIB	—	19.6	19.5	16.7
Oberlin C, IIB	41.9	30.6	24.3	20.9
Ohio C of Podiatric Medicine, IIC	—	26.4	20.4	—
Ohio Dominican C, IIB	25.5	21.1	18.6	—
Ohio Northern U, IIB	32.4	28.1	22.6	18.9
Ohio St U				
Main campus, I	47.6	35.2	28.0	22.4
Ag Tech Inst, III		28.0	24.4	—
Lima, III		31.5	25.4	
Mansfield, III	—	34.0	26.0	—
Marion, III	—	31.0	25.0	—
Newark, III		30.4	26.7	—
Ohio U				
Athens, I	38.7	31.3	26.1	20.6
Belmont, III		—	26.5	
Chillicothe, III		27.4	26.1	—
Lancaster, III		28.3	22.4	—
Zanesville, III	—	27.4	22.0	—
Ohio Wesleyan U, IIB	33.2	25.0	21.8	18.6
Otterbein C, IIB	29.9	23.2	20.0	16.8
Owens Tech C, III	28.4	28.2	22.8	19.0
Rio Grande C, IIB	—	22.7	19.9	16.7
Shawnee St CC, III		27.4	23.5	19.2
Sinclair CC, III	38.7	29.0	19.9	18.3
Southern St CC, III		—	22.1	17.5
Stark Tech C, III		28.9	22.2	18.4
U of Steubenville, IIB	28.2	25.6	18.0	—
U of Toledo, I	40.0	31.5	25.5	20.4
Trinity Lutheran Sem, IIC	27.9	25.6	—	
United Theol Sem, IIC	24.7	—	—	
Urbana U, IIB	21.0	17.7	15.4	—
Ursuline C, IIB	—	—	19.2	18.5
Walsh C, IIB	26.9	21.9	20.0	—
Wilberforce U, IIB	—	20.9	18.1	18.2
Wilmington C, IIB	27.4	24.5	18.1	—
Wittenberg U, IIB	36.1	28.7	23.9	19.2
Wright State U				
Main campus, IIA	42.9	32.7	27.5	21.0
Western, III	—	—	25.5	20.5
Xavier U, IIA	37.1	28.5	24.9	19.5
Youngstown St U, IIA	37.6	31.6	25.0	20.4

OKLAHOMA

	Prof	Assoc Prof	Asst Prof	Inst
Bacone C, III		—	17.5	14.6
Bethany Nazarene C, IIB	25.0	21.7	19.6	—
Cameron U, IIB	31.0	27.4	24.2	20.3
Central St U, IIA	35.3	32.1	28.3	23.5
East Central Okla St U, IIB	32.5	28.9	25.6	21.3
Langston U, IIB	31.9	28.7	24.6	22.1
Midwest Christian C, IIC	19.6			
NE Oklahoma St U, IIA	31.8	28.6	24.1	21.6
NW Oklahoma St U, IIB	32.9	30.4	28.1	19.5
U of Oklahoma, I	38.9	29.3	25.6	15.9
Oklahoma Baptist U, IIB	27.9	23.5	20.2	—
Okla Christian C, IIB	30.3	27.2	22.4	18.9
Panhandle St U, IIB	27.5	28.0	21.2	23.6
Oklahoma St U				
Main campus, I	38.9	29.6	23.6	18.6
Tech Inst, III	28.1	25.6	23.0	22.4
Phillips U, IIA	27.5	22.2	21.4	—
U of Science & Arts of Oklahoma, IIB	31.6	28.3	26.4	21.8

OKLAHOMA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
SE Oklahoma St U, IIA	30.8	27.3	24.1	20.3
SW Oklahoma St U, IIA	34.2	32.0	28.1	22.7
U of Tulsa, IIA	42.5	32.0	28.0	21.3

OREGON

	Prof	Assoc Prof	Asst Prof	Inst
Central Oregon CC, III	31.0	26.1	24.6	21.5
Columbia Christian C, IIB	20.0	17.9	—	—
Concordia C, IIB	—	—	21.6	
Eastern Oregon St C, IIB	27.7	25.2	22.2	18.1
Judson Baptist C, III	—	—	16.6	—
Lewis & Clark C, IIA	41.2	28.3	21.5	
Linfield C, IIB	29.1	23.9	19.6	—
NW Christian C, IIC	—	12.8		
U of Oregon, I	35.7	27.5	23.0	18.7
Oregon Inst of Tech, IIC	32.1	27.6	23.4	20.7
Oregon St U, I	36.6	28.2	23.2	17.2
Pacific U, IIB	31.8	24.4	20.7	—
U of Portland, IIA	34.1	27.7	22.6	
Portland St U, IIA	32.9	26.7	23.1	19.7
Reed C, IIB	37.7	28.0	23.2	
Southern Ore St C, IIA	29.7	25.2	20.2	17.9
Southwestern Ore CC, III	31.3	25.8	22.0	
Warner Pacific C, IIB	—	22.9	19.2	—
Western Baptist C, IIC	14.2	—		
Western Conservative Baptist Seminary, IIC	34.9	—	—	—
Western Evangelical Seminary, IIC	28.2			
Western Oregon St C, IIA	29.0	24.0	22.0	—
Western St Chiropractic C, IIC	—	—	18.9	
Willamette U, IIB	36.8	27.8	22.4	—

PENNSYLVANIA

	Prof	Assoc Prof	Asst Prof	Inst
Albright C, IIB	30.9	28.0	24.3	22.9
Allegheny C, IIB	37.8	28.7	22.5	18.1
Allentown C of Saint Francis, IIB	29.5	23.1	20.7	18.1
Alliance C, IIB	—	—	18.3	—
Beaver C, IIB	34.8	28.0	21.7	—
Bloomsburg U, IIA	36.5	29.9	24.3	18.7
Bryn Mawr C, I	41.2	32.1	26.2	—
Bucknell U, IIA	45.0	33.3	25.7	23.7
Bucks County CC, III	32.1	28.6	20.0	19.6
Butler County CC, III	32.6	29.3	22.9	18.1
Cabrini C, IIB	27.2	—	22.6	—
Carlow C, IIB	31.7	23.3	18.3	18.4
Carnegie-Mellon U, I	52.0	35.1	30.6	21.1
Cedar Crest C, IIB	28.6	22.6	18.1	—
Chatham C, IIB	30.2	28.1	21.0	—
Chestnut Hill C, IIB	—	25.0	17.3	—
Cheyney U of Pa, IIA	36.3	31.5	26.7	19.5
Clarion U of Pa				
Main campus, IIA	36.9	30.4	26.6	19.9
Venango, III	—	—	25.1	—
C of Misericordia, IIB	—	21.6	19.6	15.5
CC of Allegheny County				
Allegheny, III	29.6	26.0	23.1	
Boyce, III	28.9	27.7	22.5	—
North, III	—	22.7	20.4	—
South, III	28.6	24.9	20.9	
CC of Beaver County, III	28.3	27.4	24.5	21.9
CC of Philadelphia, III	38.4	35.2	28.4	25.6
Delaware County CC, III	32.8	27.6	20.4	—
Delaware Valley C of Science & Ag, IIB	31.9	27.3	23.1	20.2
Dickinson C, IIB	38.1	28.0	23.4	20.6
Drexel U, IIA	45.2	32.2	28.0	23.9
Duquesne U, IIA	35.0	28.6	21.8	18.3
East Stroudsburg U, IIA	35.3	27.9	23.7	20.3
E Baptist Theol Sem, IIC	28.9	—	—	—
Eastern C, IIB	28.7	24.2	21.4	—
Edinboro U, IIA	37.3	30.9	28.5	
Elizabethtown C, IIB	28.7	28.1	24.4	—
Franklin & Marshall C, IIB	43.9	28.5	22.7	20.5
Gannon U, IIA	31.9	28.5	24.9	17.6
Geneva C, IIB	28.6	24.6	20.4	—
Gettysburg C, IIB	41.0	31.8	23.9	22.9
Harcum JC, III	—	21.2	17.8	16.9
Harrisburg Area CC, III	32.4	27.8	26.6	18.7
Haverford C, IIB	43.6	34.4	28.9	—
Immaculata C, IIB	27.4	26.8	—	—
Indiana U of Pa, IIA	37.1	30.8	24.4	19.9
Keystone JC, III	25.0	20.4	17.1	16.1
King's C, IIB	31.0	28.5	22.5	—
Kutztown U, IIA	37.2	30.4	24.2	20.0
Lafayette C, IIB	40.6	34.6	26.6	24.0
La Roche C, IIB	—	24.5	21.5	—
La Salle U, IIB	36.8	30.8	26.1	20.5
Lebanon Valley C, IIB	28.2	24.8	19.4	—
Lehigh U, I	45.5	33.8	26.6	26.1
Lincoln U, IIB	32.2	28.4	22.1	12.6
Lock Haven U, IIB	37.5	30.5	25.0	19.9
Lutheran Theol Sem at Gettysburg, IIC	28.1	—	—	
Luzerne County CC, III	30.0	25.6	20.3	19.3
Lycoming C, IIB	32.6	28.2	21.6	18.5
Mansfield U, IIA	37.5	30.6	28.4	—
Marywood C, IIA	28.5	25.5	21.4	17.6
Mercyhurst C, IIB	28.0	24.4	20.5	17.6
Messiah C, IIB	28.9	27.0	23.6	19.7
Millersville U, IIA	37.5	30.7	24.8	20.0
Montgomery Co CC, III	34.4	29.1	24.0	—
Moravian C, IIB	33.6	26.7	22.4	—
Muhlenberg C, IIB	35.6	28.0	21.6	19.3
Neumann C, IIB	—	—	20.6	17.2
Northampton County Area CC, III	30.0	26.3	22.2	—
U of Pennsylvania, I	52.5	37.3	30.4	
Pa C of Optometry, IIC	—	28.0	28.7	—
Pennsylvania St U				
Main campus, I	44.0	32.5	26.0	17.4
IIA campuses, IIA	37.0	[illegible]	25.6	22.3
III campuses, III	34.0	[illegible]	23.1	19.6
Philadelphia C of Textiles & Science, IIB	37.7	31.0	25.0	—
U of Pittsburgh				
Main campus, I	48.7	37.6	28.6	19.6
Bradford, IIB	—	27.1	24.4	19.9
Greensburg, III	30.0	24.5	21.5	18.4
Johnstown, IIB	35.9	29.7	23.9	19.1
Titusville, III		28.2	—	—
Point Park C, IIB	27.5	25.5	19.6	—
Reading Area CC, III	27.2	21.0	—	—
Saint Joseph's U, IIB	36.6	30.2	24.2	19.6
U of Scranton, IIA	38.3	30.0	25.9	22.9
Seton Hill C, IIB	28.9	24.5	19.0	16.2
Shippensburg U, IIA	37.4	30.2	24.0	20.6
Slippery Rock U, IIA	37.6	30.7	24.5	20.1
Susquehanna U, IIB	35.0	28.2	22.2	20.2
Swarthmore C, IIB	48.7	32.6	26.1	—
Temple U, I	41.5	31.8	26.3	18.7
Thiel C, IIB	27.4	23.2	18.8	18.2
Ursinus C, IIB	32.7	27.1	23.9	19.6

PENNSYLVANIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Villa Maria C, IIB	19.1	17.7	19.5	19.9
Villanova U, IIA	42.6	30.2	27.0	20.5
Washington & Jefferson C, IIB	31.7	27.6	22.0	21.0
West Chester U, IIA	37.4	30.5	24.7	20.6
Westminster C, IIB	31.2	25.7	21.5	—
Westminster Theol Seminary, IIC	—	21.8	—	
Westmoreland Co CC, III	—	24.9	22.9	19.1
Widener U, IIA	40.0	32.7	24.4	20.8
Wilkes C, IIA	31.3	25.7	21.3	—
Williamsport Area CC, III	28.4	25.0	24.3	21.9
Wilson C, IIB	27.2	21.3	19.2	—
York C of Pa, IIB	38.2	28.3	26.7	21.0

RHODE ISLAND

	Prof	Assoc Prof	Asst Prof	Inst
Barrington C, IIB	—	19.8	17.6	—
Brown U, I	47.5	36.1	28.6	—
Bryant C, IIC	38.2	24.9	27.7	20.0
CC of Rhode Island, III	28.6	28.2	21.2	14.0
New England Inst of Technology, III		—	21.0	17.8
Providence C, IIA	40.6	36.1	27.6	23.3
U of Rhode Island, I	37.3	28.5	28.4	20.5
Rhode Island C, IIA	38.6	27.2	28.3	17.9
Rhode Island School of Design, IIC	36.0	30.1	28.7	
Salve Regina-Newport C, IIA	30.2	24.6	19.0	19.4

SOUTH CAROLINA

	Prof	Assoc Prof	Asst Prof	Inst
Baptist C at Charleston, IIB	28.1	18.7	17.0	—
Benedict C, IIB	26.0	19.9	18.2	19.6
Central Wesleyan C, IIB	17.8	—	18.4	—
The Citadel, IIA	38.7	28.4	24.1	—
Claflin C, IIB	20.1	18.1	17.4	15.8
Clemson U, I	41.1	31.2	28.9	18.1
Coker C, IIB	28.1	22.3	20.3	—
C of Charleston, IIA	35.7	30.6	24.0	—
Columbia Bible C, IIC	22.4			
Columbia C, IIB	28.6	21.4	18.1	17.2
Converse C, IIB	28.6	24.0	20.7	—
Erskine C & Seminary, IIB	34.5	19.5	17.0	—
Francis Marion C, IIB	35.2	28.9	22.2	18.5
Furman U, IIB	34.5	28.4	21.6	18.7
Lander C, IIB	32.6	27.3	22.3	—
Limestone C, IIB	24.1	21.9	19.9	
Lutheran Theological Southern Seminary, IIC	28.2	—		
Morris C, IIB	20.3	18.7	16.7	15.8
Newberry C, IIB	21.8	18.7	16.8	—
North Greenville C, III	—	17.7	16.7	15.3
Presbyterian C, IIB	28.9	23.0	19.4	—
U of South Carolina				
Main campus, I	41.6	30.5	25.3	20.0
Aiken, IIB	31.7	26.0	21.2	—
Beaufort, III	—	25.4	20.5	
Coastal Carolina, IIB	30.3	25.5	22.2	—
Lancaster, III		25.5	21.5	—
Salkehatchie, III	—	24.4	—	
Spartanburg, IIB	31.2	25.5	20.1	19.6
Sumter, III	—	24.4	21.0	—
South Carolina St C, IIB	26.7	26.6	23.6	19.6
Voorhees C, IIB	21.4	—	17.4	16.0
Winthrop C, IIA	36.5	28.5	24.2	17.2
Wofford C, IIB	30.9	25.9	21.0	—

SOUTH DAKOTA

	Prof	Assoc Prof	Asst Prof	Inst
Augustana C, IIB	27.9	24.3	21.2	17.4
Black Hills St C, IIB	27.9	22.6	20.3	18.7
Dakota St C, IIB	23.3	21.4	18.1	16.3
Dakota Wesleyan U, IIB	25.1	21.6	18.9	16.9
Huron C, IIB	—	—	22.4	18.4
Mount Marty C, IIB	24.5	19.3	18.4	—
North American Baptist Seminary, IIC	—	19.9		—
Northern St C, IIB	26.6	23.9	22.1	19.0
Sioux Falls C, IIB	26.9	21.5	20.2	18.4
U of South Dakota, I	30.5	26.3	22.7	18.9
South Dakota School of Mines & Tech, IIC	31.4	28.0	23.0	19.1
South Dakota St U, IIA	29.4	24.7	21.2	18.4

TENNESSEE

	Prof	Assoc Prof	Asst Prof	Inst
Austin Peay St U, IIA	31.9	28.5	21.3	18.7
Belmont C, IIB	28.2	23.2	21.2	20.9
Bethel C, IIB	22.2	19.7	—	—
Bryan C, IIB	25.0	21.0	18.6	—
Carson-Newman C, IIB	27.1	22.7	19.9	—
Chattanooga St Tech CC, III	30.0	27.6	25.4	23.6
Columbia St CC, III	—	27.1	24.5	20.0
Covenant C, IIB	27.6	24.3	19.5	—
David Lipscomb C, IIB	28.0	23.1	19.6	16.3
E Tennessee St U, IIA	34.6	28.4	23.5	18.7
Lambuth C, IIB	22.9	20.1	18.3	
Lincoln Memorial U, IIB	22.4	—	18.6	18.6
Maryville C, IIB	24.4	20.0	18.3	—
Middle Tenn St U, IIA	37.1	31.0	26.1	20.0
Roane St CC, III	—	28.0	22.1	18.6
Scarritt C, IIC	—	30.3		
Shelby St CC, III	27.7	23.5	19.6	18.6
Rhodes C, IIB	34.1	27.6	21.5	—
St Tech Inst at Memphis, III	28.5	24.1	21.0	18.7
U of Tennessee				
Knoxville, I	38.9	29.7	25.6	17.7
Chattanooga, IIA	34.2	28.2	28.1	17.0
Inst of Ag, IIA	37.7	31.4	27.8	—
Martin, IIB	31.0	28.6	25.5	17.0
Tennessee Tech U, IIA	37.0	29.5	24.3	19.5
Tusculum C, IIB	—	19.9	18.9	—
Union U, IIB	25.9	22.5	20.1	17.3
U of the South, IIB	36.7	28.1	23.5	22.3
Vanderbilt U, I	48.2	33.3	28.8	24.0
Volunteer St CC, III	30.3	25.6	21.9	18.7

TEXAS

	Prof	Assoc Prof	Asst Prof	Inst
American Tech U, IIA	—	30.0	—	—
Angelo St U, IIA	36.8	32.0	28.9	20.3
Baylor U, I	42.8	32.1	27.1	20.0
Corpus Christi St U, IIA	35.0	28.4	28.4	—
U of Dallas, IIA	38.9	28.7	23.1	
Del Mar C, III	36.5	30.8	27.7	20.7
E Texas Baptist U, IIB	25.7	22.0	19.5	17.4
E Texas St U, IIA	38.1	28.6	24.6	20.7
Hardin-Simmons U, IIA	29.0	25.0	20.2	19.6
U of Houston				
U Park, I	46.6	36.7	27.1	22.2
Downtown, IIC	36.9	31.8	24.7	17.3

TEXAS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Huston-Tillotson C, IIB	25.6	19.0	18.2	19.0
Jarvis Christian C, IIB	28.0	21.5	18.5	16.4
Lamar U, IIA	36.2	29.2	24.0	19.2
Laredo State U, IIC	36.3	31.2	26.1	—
Midwestern St U, IIA	37.1	29.1	24.5	16.3
North Texas St U, I	37.9	30.4	25.0	21.8
Our Lady of the Lake U, IIA	29.0	24.3	21.6	18.8
Rice U, I	48.3	35.6	27.4	24.4
Saint Mary's U, IIB	35.5	25.8	22.6	19.4
Saint Philip's C, III	—	30.3	28.3	24.1
U of Saint Thomas, IIA	36.6	24.6	21.7	—
San Antonio C, III	—	30.3	27.0	23.6
S Texas C of Law, IIC	53.4	42.0	34.6	
Southern Methodist U, I	48.8	33.3	26.8	
SW Texas St U, IIA	35.7	30.0	24.4	19.5
Southwestern U, IIB	30.2	29.4	25.6	—
Stephen Austin St U, IIA	38.1	29.9	24.6	20.3
Tarleton St U, IIA	33.6	28.8	24.5	18.6
U of Texas				
Arlington, IIA	40.8	31.1	25.3	—
Austin, I	45.5	31.1	27.1	18.9
Dallas, I	46.0	32.4	27.2	—
El Paso, IIA	37.1	30.7	24.7	19.3
Permian Basin, IIA	34.7	27.3	24.5	—
San Antonio, IIA	38.8	30.9	24.0	—
Tyler, IIA	34.5	28.4	25.5	20.5
Texas A&I U, IIA	33.8	27.4	24.3	18.0
Texas A&M U				
Main campus, I	42.5	32.7	26.5	19.2
Galveston, IIB	—	28.6	22.6	
Texas Christian U, I	42.5	32.0	26.2	20.3
Texas C, IIB	19.3	18.4	14.4	12.1
Texas Tech U, I	42.0	31.2	25.4	18.9
Texas Wesleyan C, IIB	27.7	24.6	22.4	—
Texas Woman's U, I	38.3	31.4	25.1	22.6
Trinity U, IIA	43.2	32.6	25.9	23.6
West Texas St U, IIA	34.5	28.5	24.0	19.5

UTAH

	Prof	Assoc Prof	Asst Prof	Inst
Dixie C, III	—	27.6	24.2	19.1
Snow C, III	30.0	26.3	22.2	19.3
Southern Utah St C, IIB	30.8	25.6	22.0	19.6
U of Utah, I	41.6	29.8	25.4	20.9
Utah St U, I	38.6	29.1	24.3	21.0
Weber St C, IIB	35.5	28.0	24.3	19.8
Westminster C of Salt Lake C, IIB	28.6	21.9	18.6	—

VERMONT

	Prof	Assoc Prof	Asst Prof	Inst
Castleton St C, IIB	28.4	25.9	22.5	20.9
Champlain C, III	27.7	21.9	21.4	16.8
Green Mountain C, IIB	21.4	—	17.8	—
Johnson St C, IIB	30.4	27.1	23.8	—
Lyndon St C, IIB	29.0	25.6	22.7	—
Middlebury C, IIB	48.0	30.0	23.8	21.2
Norwich U Military C, IIB	35.2	27.0	23.4	17.1
Saint Michael's C, IIA	31.5	24.9	20.9	
Trinity C, IIB	—	20.6	18.9	17.8
U of Vermont, I	40.3	31.0	24.8	18.3
Vermont C, III	26.6	24.1	20.4	
Vermont Tech C, III	28.2	24.9	22.4	—

VIRGINIA

	Prof	Assoc Prof	Asst Prof	Inst
Averett C, IIB	24.6	22.8	18.7	16.5
Blue Ridge CC, III	—	26.6	22.3	18.7
Bridgewater C, IIB	28.9	22.1	19.1	—
Central Va CC, III	28.9	25.0	22.8	—
Christopher Newport C, IIB	28.5	25.3	23.7	19.5
C of William & Mary, I	37.7	31.0	26.1	19.8
Richard Bland C, III	30.5	24.2	—	
Dabney S Lancaster CC, III	—	25.6	22.2	18.0
Danville CC, III	28.9	24.7	21.2	17.8
Eastern Mennonite C & Seminary, IIB	21.4	17.4	15.9	12.8
Eastern Shore CC, III	—	—	—	17.4
Emory & Henry C, IIB	28.5	24.6	21.7	20.0
Ferrum C, IIB	24.3	28.4	18.5	15.0
George Mason U, IIA	38.4	30.2	25.6	22.9
Germanna CC, III	—	—	22.0	17.5
Hampden-Sydney C, IIB	32.6	28.7	22.8	
Hollins C, IIB	37.1	28.8	22.0	—
James Madison U, IIA	33.9	27.5	23.8	19.8
J Sargeant Reynolds CC, III	27.4	24.9	21.5	18.6
John Tyler CC, III	27.6	25.3	21.8	18.5
Liberty Baptist C, IIB	27.4	23.8	20.9	17.0
Longwood C, IIB	30.6	27.2	22.1	21.3
Lord Fairfax CC, III	—	22.7	21.0	18.1
Mary Baldwin C, IIB	28.7	22.6	19.9	—
Mary Washington C, IIB	31.1	27.7	22.2	19.1
Marymount C of Va, IIB	28.3	28.3	22.6	—
Mountain Empire CC, III	—	24.2	20.8	18.2
New River CC, III	28.5	25.7	20.6	16.9
Northern Va CC, III	28.7	28.7	23.1	19.6
Old Dominion U, IIA	38.8	28.5	25.3	19.1
Patrick Henry CC, III	—	26.0	21.8	17.2
Paul D Camp CC, III	—	24.0	20.7	—
Piedmont Va CC, III	28.5	23.6	21.0	18.0
Protestant Episcopal Theol Sem in Va, IIC	24.9	—	—	
Radford U, IIA	35.1	27.2	23.2	18.6
Randolph-Macon C, IIB	28.7	27.3	21.9	—
Randolph-Macon Woman's C, IIB	32.9	26.4	21.1	—
Rappahannock CC, III	—	26.8	21.5	16.9
U of Richmond, IIA	40.3	31.6	24.9	18.3
Roanoke C, IIB	34.0	25.6	21.5	—
Saint Paul's C, IIB	21.5	19.8	—	15.7
Shenandoah C & Conservatory of Music, IIB	28.4	22.8	18.5	14.7
Southside Va CC, III	—	28.7	20.5	—
Southwest Va CC, III	27.1	26.2	22.2	18.7
Sweet Briar C, IIB	34.4	27.6	22.0	—
Thomas Nelson CC, III	27.7	24.9	21.9	17.9
Tidewater CC, III	28.7	24.9	21.2	18.1
Union Theol Sem, IIC	23.7	—		
U of Virginia				
Main campus, I	48.0	36.6	28.0	20.8
Clinch Valley C, IIB	28.4	22.8	20.7	—
Va Commonwealth U, I	37.5	28.9	26.6	20.3
Va Highlands CC, III	—	24.6	21.8	17.5
Virginia Military Inst, IIB	34.4	31.3	25.0	21.6
Virginia Poly Inst & St U, I	40.0	30.7	27.2	20.0
Virginia St U, IIA	31.4	27.2	23.3	19.4
Virginia Wesleyan C, IIB	29.0	28.2	20.1	19.1
Virginia Western CC, III	28.4	28.9	21.4	18.6
Washington & Lee U, IIB	40.1	30.7	27.1	18.6
Wytheville CC, III	27.8	24.0	21.0	—

Continued on Following Page

FACT-FILE—Continued

WASHINGTON

	Prof	Assoc Prof	Asst Prof	Inst
Eastern Wash U, IIA	32.7	28.7	22.0	—
Gonzaga U, IIA	37.2	28.1	22.0	—
Pacific Lutheran U, IIA	33.2	27.1	22.0	18.8
U of Puget Sound, IIA	35.9	28.6	23.2	19.1
Seattle Pacific U, IIB	30.9	26.5	23.1	19.6
Seattle U, IIA	33.7	27.5	23.1	21.3
U of Washington I	40.8	29.1	25.8	—
Washington St U, I	37.0	28.5	25.1	20.2
Western Wash U, IIA	36.1	30.1	25.0	
Whitman C, IIB	37.8	31.2	25.2	—
Whitworth C, IIB	31.6	26.6	21.2	18.5

WEST VIRGINIA

	Prof	Assoc Prof	Asst Prof	Inst
Alderson Broaddus C, IIB	—	22.1	17.9	15.8
Beckley C, III	19.3	—	—	18.5
U of Charleston, IIB	22.9	20.5	20.4	18.6
Concord C, IIB	27.8	22.9	19.7	15.7
Davis & Elkins C, IIB	26.2	21.6	20.3	16.8

WEST VIRGINIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Fairmont St C, IIB	28.0	24.0	20.9	18.1
Glenville St C, IIB	25.6	23.4	20.2	18.4
Marshall U, IIA	29.6	26.3	21.7	16.9
Ohio Valley C, III		—	15.8	—
Parkersburg CC, III	26.0	22.1	18.3	16.0
Potomac St C				
of W Va U, III	26.7	23.4	19.3	15.9
Salem C, IIB	20.0	18.0	18.3	13.9
Shepherd C, IIB	29.3	24.5	22.2	19.1
Southern W Va CC, III	—	23.5	16.7	15.2
West Liberty St C, IIB	28.0	23.0	21.0	18.0
W Va C Grad Studies, IIC	32.8	29.7	—	—
West Va Inst of Tech, IIB	31.1	25.4	21.6	18.3
West Va Northern CC, III	24.6	20.8	18.1	14.7
West Virginia Sch				
of Osteopathic Med IIC	—	35.6	—	
West Virginia St C, IIB	27.9	23.6	20.9	18.1
West Virginia U, I	35.7	29.0	23.0	18.9
West Va Wesleyan C, IIB	26.8	22.8	19.4	—
Wheeling C, IIB	26.1	21.9	18.9	15.9

WISCONSIN

	Prof	Assoc Prof	Asst Prof	Inst
Alverno C, IIB	26.9	22.5	18.3	16.5
Beloit C, IIB	31.3	26.3	21.2	
Carroll C, IIB	32.0	28.1	24.1	
Carthage C, IIB	28.5	23.5	20.1	—
Edgewood C, IIB	23.3	19.8	17.2	
Inst Paper Chemistry, IIC	44.8	36.9	—	—
Lakeland C, IIB	24.3	—	17.4	—
Lawrence U, IIB	36.6	29.8	22.0	—
Marquette U, I	43.7	33.5	27.4	21.0
Milwaukee School				
of Engineering, IIB	32.8	27.1	23.3	19.2
Mount Mary C, IIB	—	23.4	19.5	15.7
Mount Senario C, IIB	21.6	17.4	15.4	—
Ripon C, IIB	34.0	26.2	21.1	—
Saint Norbert C, IIB	35.2	28.9	22.2	—
Viterbo C, IIB	—	24.0	20.0	18.1
U of Wisconsin				
Madison, I	39.5	28.8	25.9	—
Milwaukee, I	30.3	29.7	24.6	22.0

WISCONSIN—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of Wisconsin—Continued				
Eau Claire, IIA	33.8	26.9	23.3	21.0
Green Bay IIA	34.1	27.3	21.3	—
La Crosse, IIA	33.4	28.3	26.6	23.7
Oshkosh, IIA	33.6	28.4	24.6	21.2
Parkside, IIA	36.0	27.7	23.5	
Platteville IIA	32.1	28.1	24.9	—
River Falls, IIA	31.6	25.2	21.5	19.6
Stevens Point, IIA	32.0	26.2	23.2	19.4
Stout, IIA	32.2	26.7	22.9	20.5
Superior, IIA	34.4	26.0	22.0	—
Whitewater, IIA	33.4	28.1	24.3	21.0
Centers, III	29.6	24.8	20.9	17.6
Northwest CC, III	—	30.4	25.0	21.3

WYOMING

	Prof	Assoc Prof	Asst Prof	Inst
Western Wyoming CC, III	36.3	33.8	29.9	23.5
U of Wyoming, I	41.5	32.7	27.3	—

PUERTO RICO

	Prof	Assoc Prof	Asst Prof	Inst
Catholic U				
of Puerto Rico, IIB	16.0	12.8	10.1	8.4
Humacao U C, IIB	27.0	21.6	18.2	15.4
Inter American U				
of Puerto Rico, IIA	20.9	16.5	13.9	12.2
Ponce Tech U C, III	—	15.7	14.0	11.8
U of Puerto Rico				
Bayamon Tech U IIB	20.4	15.5	13.1	10.8
Cayey U C, IIB	26.0	21.8	17.2	11.6
Rio Piedras, IIA	27.2	21.5	17.9	14.5
U of the Sacred Heart, IIB	21.2	18.2	16.0	13.6

GUAM

	Prof	Assoc Prof	Asst Prof	Inst
U of Guam, IIA	34.9	26.5	23.9	18.8
Guam CC, III	24.1	24.0	20.1	17.2

2-Year Institutions Without Academic Ranks (Category IV)

ALABAMA

Alexander City St JC	25.2
Brewer St JC	24.8
Chattahoochee Valley St CC	25.0
Enterprise St JC	22.5
J H Faulkner St JC	25.2
Gadsden St JC	29.7
George C Wallace St CC	23.3
Dothan	25.6
Selma	25.4
Jefferson Davis St JC	23.4
Jefferson St JC	26.3
John C Calhoun St CC	25.5
Lurleen B Wallace St JC	23.1
Marion Military Inst	17.5
Northeast Alabama St JC	24.3
Patrick Henry St JC	24.4
S D Bishop St JC	23.4
Shelton St CC	26.3
Snead St JC	25.0
Southern Union St JC	24.0
Walker C	22.8

ARIZONA

Arizona Western C	24.9
Central Arizona C	28.9
Cochise C	24.1
Eastern Arizona C	23.6
Glendale CC	35.5
Maricopa Tech CC	33.9
Mesa CC	35.2
Mohave CC	23.7
Navajo CC	19.0
Pima CC	26.5
Phoenix C	36.1
Scottsdale CC	33.5
South Mountain CC	25.3
Yavapai C	28.1

ARKANSAS

Southern Arkansas U	
El Dorado	20.7
Tech	20.7

CALIFORNIA

Allan Hancock C	32.1
American River C	32.6
Siskiyou Joint CC District	30.2
Cosumnes River C	31.9
Feather River C	29.4
Glendale CC District	32.0
Monterey Peninsula CC	32.9
Sacramento City C	32.6
San Diego City C	29.4
San Diego Mesa C	30.5
San Diego Miramar C	27.9
San Joaquin Delta C	36.7
San Jose City C	34.0
Santa Barbara City C	29.4
Sierra CC	31.3
Siskiyou Joint CC District	30.2
Skyline C	35.4
Solano CC	33.3
Taft C	34.2
West Hills CC District	33.1

COLORADO

Aims CC	24.2
Arapahoe CC	24.1
Colorado Northwestern CC	27.6
Denver Auraria CC	23.7
Front Range CC	24.4
Red Rocks CC	24.2
Lamar CC	19.4
Morgan CC	22.1
Northeastern JC	23.7
Otero JC	22.7
Pikes Peak CC	24.1
Pueblo CC	21.2
Trinidad St JC	21.6

DELAWARE

Delaware Tech & CC	
Southern	25.5
Stanton-Wilmington	25.1
Terry	24.2

FLORIDA

Brevard CC	22.5
Broward CC	26.2
Central Florida CC	21.9
Chipola JC	24.3
Daytona Beach CC	23.8
Edison CC	20.1
Florida JC at Jacksonville	23.4
Florida Keys CC	20.1
Lake City CC	23.2
Lake-Sumter CC	22.5
North Florida JC	22.7
Okaloosa-Walton JC	28.6
Pasco-Hernando CC	17.2
Polk CC	22.6
Saint Johns River CC	19.3
Saint Petersburg JC	24.9
Santa Fe CC	23.8
Seminole CC	24.2
Tallahassee CC	26.3
Valencia CC	25.1

GEORGIA

Dekalb CC	26.8
Emmanuel C	15.4
Phillips C	11.1
Truett McConnell C	17.1

HAWAII

Honolulu CC	25.4
Kapiolani CC	27.3
Kauai CC	24.3
Leeward CC	26.7
Maui CC	25.4
Windward CC	25.0

IDAHO

North Idaho C	25.1

ILLINOIS

Belleville Area C	32.0
Carl Sandburg C	23.1
C of Lake County	30.8
Danville Area CC	24.9
Elgin CC	27.3
Highland CC	25.5
Illinois Eastern CC's	24.1
Illinois Valley CC	26.4
John A Logan C	28.1
John Wood CC	18.2
Kaskaskia C	22.3
Kishwaukee C	22.7
Lake Land CC	23.1
Lincoln C	19.7
Lincoln Land CC	27.7
McHenry County C	25.8
Mallinckrodt C	14.1
Midstate C	14.0
Moraine Valley CC	28.2
Morrison Inst of Tech	15.9
Parkland C	28.0
Rend Lake C	28.1
Rock Valley C	25.1
Shawnee C	19.1
Southeastern Illinois C	21.9
Spoon River C	26.0
Springfield C	17.8
Thornton CC	31.4
Waubonsee CC	28.2

INDIANA

Indiana Voc-Tech C	17.2

IOWA

Des Moines Area CC	22.3
Eastern Iowa CC District	20.1
Ellsworth CC	22.6
Hawkeye Inst of Tech	20.3
Indian Hills CC	19.1
Iowa Lakes CC	21.4
Kirkwood CC	21.0
Marshalltown CC	21.9
Mount Saint Clare C	20.1
North Iowa Area CC	24.9
Northwest Iowa Tech C	19.2
Open Bible C	12.4
Southeastern CC	22.1
Western Iowa Tech CC	20.4

KANSAS

Allen County CC	20.6
Barton County CC	21.4
Butler County CC	22.7
Central C	15.3
Coffeyville CC	21.2
Colby CC	21.5
Cowley County CC	23.7
Fort Scott CC	18.5
Garden City CC	22.9
Haskell Indian JC	25.1
Hesston C	16.5
Highland CC	20.4
Hutchinson CC	24.4
Independence CC	22.5
Johnson County CC	28.6
Kansas City CC	22.1
Labette CC	23.3
Neosho County CC	23.4
Pratt CC	20.1
Seward County CC	21.6

KENTUCKY

Draughon's C	11.0
Lindsey Wilson C	18.2
Midway C	16.7
Saint Catharine C	12.9
Sullivan JC of Business	15.0
Watterson C	12.9

LOUISIANA

Bossier Parish CC	21.8
Saint Bernard Parish CC	22.9

MAINE

Andover C	11.7
Eastern Me Voc & Tech Inst	20.7
Northern Me Voc & Tech Inst	21.2
Southern Me Voc & Tech Inst	21.9
Westbrook C	18.4

MASSACHUSETTS

Aquinas JC	
Milton	19.3
Newton	20.0
Blue Hills Tech Inst	28.5
Mount Ida JC	15.3
Quincy JC	26.7

MICHIGAN

Alpena CC	29.0
Grand Rapids JC	31.0
Mid Michigan CC	22.9
Montcalm CC	26.9
Schoolcraft C	30.9
Suomi C	21.2

MINNESOTA

Anoka Ramsey CC	27.7
Austin CC	30.8
Bethany Lutheran C	23.9
Brainerd CC	29.2

MINNESOTA—Continued

Fergus Falls CC	30.1
Arrowhead CC Region	27.2
Inver Hills CC	26.0
Lakewood CC	29.9
Minneapolis CC	28.3
Normandale CC	28.5
North Hennepin CC	28.7
Northland CC	29.7
Rochester CC	27.7
Willmar CC	29.8
Worthington CC	27.3

MISSISSIPPI

Coahoma JC	17.6
Copiah-Lincoln JC	17.1
East Central JC	18.7
Hinds JC District	
Hinds	19.4
Utica	20.2
Holmes JC	18.1
Itawamba JC	18.7
Jones County JC	18.9
Meridian JC	19.8
Mississippi Delta JC	19.5
Northeast Miss JC	19.3
Wood JC	13.3

MISSOURI

Crowder C	18.4
East Central C	22.7
Jefferson C	21.8
Longview CC	28.3
Maple Woods CC	28.2
Mineral Area C	21.5
Moberly JC	18.1
Penn Valley CC	27.5
Pioneer CC	17.8
State Fair CC	17.0
Three Rivers CC	18.3
Trenton JC	18.0

MONTANA

Miles CC	24.4

NEBRASKA

Central CC	21.5
Metropolitan Tech CC	20.0
Mid-Plains CC Area	23.9
Northeast Tech CC	20.6
Southeast CC	19.8
Western Tech CC Area	21.6

NEW MEXICO

New Mexico JC	28.6

NEW YORK

JC of Albany	20.7

NORTH CAROLINA

Anson Tech C	15.3
Asheville-Buncombe Tech C	20.7
Beaufort County CC	18.3
Blue Ridge Tech C	19.6
Brunswick Tech C	18.5
Carteret Tech C	16.3
Catawba Valley Tech C	21.3
Central Carolina Tech C	20.0
Coastal Carolina CC	19.4
Craven CC	19.4
Edgecombe Tech C	18.0
Fayetteville Tech Inst	21.7
Forsyth Tech Inst	20.9
Gaston C	19.6
Guilford Tech CC	20.7
Halifax CC	18.4

N CAROLINA—Continued

Haywood Tech C	18.4
Isothermal CC	18.8
Johnston Tech C	18.0
Lees-Mcrae C	17.6
Lenoir CC	18.7
McDowell Tech C	17.5
Martin CC	19.7
Mayland Tech C	18.4
Mitchell CC	18.2
Montgomery Tech C	18.3
Montreat-Anderson C	18.9
Nash Tech Inst	19.1
Pitt CC	20.2
Randolph Tech C	17.7
Richmond Tech C	21.4
Roanoke-Chowan Tech C	18.6
Robeson Tech C	20.1
Sandhills CC	20.3
Southeastern CC	17.0
Stanly Tech C	18.9
Technical C of Alamance	20.2
Tri-County CC	15.1
Vance-Granville CC	19.0
Wake Tech C	19.6
Warren Wilson C	13.6
Wayne CC	19.6
Wilkes CC	20.6
Wilson County Tech Inst	17.5

NORTH DAKOTA

Bismarck JC	25.2
ND St Sch of Science	24.1
ND St U at Bottineau	22.7
Standing Rock C	18.9

OHIO

Cincinnati Tech C	25.0
Columbus Tech Inst	23.1
Hocking Tech C	20.3
Lakeland CC	31.3
Marion Tech C	23.5
Miami-Jacobs JC of Business	11.0
Northwest Tech C	20.6
Southern Ohio C	13.8
Terra Tech C	20.8

OKLAHOMA

Carl Albert JC	24.2
Rogers St C	23.0
Connors St C	24.6
Eastern Oklahoma St C	24.0
El Reno JC	25.3
Murray St C	22.7
Northeastern Okla A&M C	24.2
Northern Oklahoma C	23.3
Okla St U Sch of Tech Training	23.2
Okla C of Business & Tech	14.0
Rose St C	24.5
Saint Gregory's C	21.2
Sayre JC	22.4
Seminole JC	23.3
Oklahoma City CC	24.8
Tulsa JC	24.5
Western Oklahoma St C	23.4

OREGON

Bassist C	12.5
Blue Mountain CC	26.6
Chemeketa CC	27.2
Clackamas CC	24.5
Clatsop CC	26.0
Lane County CC	27.4
Linn-Benton CC	25.0
Portland CC	26.1
Rogue CC	22.2
Treasure Valley CC	23.2
Umpqua CC	25.2

SOUTH CAROLINA

Aiken Tech C	22.7
Anderson C	20.0
Beaufort Tech C	20.4
Chesterfield-Marlboro Tech	22.7
Clinton JC	9.0
Denmark Tech C	17.7
Florence-Darlington Tech C	19.6
Greenville Tech C	24.8
Horry-Georgetown Tech C	19.5
Midlands Tech C	21.8
Orangeburg Calhoun Tech C	19.7
Piedmont Tech C	19.0
Rutledge C	10.6
Spartanburg Methodist C	18.6
Spartanburg Tech C	19.8
Sumter Area Tech C	18.9
Tri-County Tech C	19.5
Trident Tech C	20.0
York Tech C	19.4

SOUTH DAKOTA

National C	19.0
Oglala Lakota C	20.2
Presentation C	18.5

TENNESSEE

Cleveland St CC	24.0
Free Will Baptist Bible C	18.5
Hiwassee C	16.3

TEXAS

Blinn C	28.5
Brookhaven C	32.0
Cedar Valley C	30.8
C of the Mainland	27.2
Eastfield C	34.2
El Centro C	30.7
El Paso County CC	25.0
Houston CC	23.6
Mountain View C	33.4
Paris JC	22.5
Richland C	33.4
Texas St Tech Inst	20.6
Waco	22.9

UTAH

C of Eastern Utah	23.2
Utah Tech C-Provo	24.4
Salt Lake	23.8

VIRGINIA

Inst of Textile Tech	30.9
Southern Sem JC	17.3

WASHINGTON

Bellevue CC	28.3
Columbia Basin C	25.5
CC of Spokane	25.6
Cornish Inst	13.7
Edmonds CC	26.0
Grays Harbor C	27.2
Highline CC	25.9
North Seattle CC	28.6
Peninsula C	26.3
Seattle Central CC	26.7
Skagit Valley C	26.0
South Seattle CC	26.4
Tacoma CC	30.2
Whatcom CC	23.7
Yakima Valley CC	27.8

WISCONSIN

District One Tech Inst	28.2
Nicolet C & Tech Inst	25.5

WYOMING

Casper C	27.3
Eastern Wyoming C	24.4

New Books on Higher Education

It may be necessary to add state tax to the cost of books listed below. Discounts may be available to scholars and to people who order in bulk.

ACRL University Library Statistics, 1983-1984: A Compilation of Statistics from Eighty-six Non-ARL University Libraries, by Sandy Whiteley (Association of College and Research Libraries, 50 East Huron Street, Chicago 60611; 57 pages; $12 prepaid for A.C.R.L. members, $15 prepaid for nonmembers).

Better Résumés for College Graduates, by Adele Lewis (Barron's Educational Series, Inc., 113 Crossways Park Drive, Woodbury, N.Y. 11797; 154 pages; $6.95, plus $1.50 for shipping).

Chronicle Four-Year College Databook, 1984 edition (Chronicle Guidance Publications, Moravia, N.Y. 13118; 446 pages; $15.50, plus $1.55 for shipping, prepaid). Gives information on more than 2,050 colleges and universities that offer degrees at the undergraduate, graduate, and professional levels.

Chronicle Student Aid Annual, 1984 edition (Chronicle Guidance Publications, Moravia, N.Y. 13118; 365 pages; $16.50, plus $1.65 for shipping, prepaid). Contains information on financial-aid programs offered nationally and regionally.

Chronicle Two-Year College Databook, 1984 edition (Chronicle Guidance Publications, Moravia, N.Y. 13118; 350 pages; $14.45, plus $1.45 for shipping, prepaid). Lists information on more than 2,570 colleges and universities that offer associate, occupational, and transfer programs.

Chronicle Vocational School Manual, 1984 edition (Chronicle Guidance Publications, Moravia, N.Y. 13118; 271 pages; $14, plus $1.40 for shipping, prepaid). Discusses vocational-education programs at the postsecondary level in the United States, Guam, and Puerto Rico.

Ethics, Education, and Administrative Decisions: A Book of Readings, edited by Peter Andre Sola (Peter Lang Publishing, 34 East 39th Street, New York 10016; 358 pages; $38.60 prepaid). A collection of essays that include discussion of ethical issues relating to higher-education administration.

Impact and Challenges of a Changing Federal Role (New Directions for Institutional Research, No. 48), edited by Virginia Ann Hodgkinson (Jossey-Bass Publishers, 433 California Street, San Francisco 94104; 83 pages; $8.95 prepaid). Contains essays on how federal policy toward higher education has changed during the Reagan Administration.

Self-Directed Learning: From Theory to Practice (New Directions for Continuing Education, No. 25), edited by Stephen Brookfield (Jossey-Bass Publishers, 433 California Street, San Francisco 94104; 94 pages; $8.95 prepaid).

Teaching and Assessing Writing: Recent Advances in Understanding, Evaluating, and Improving Student Performance, by Edward M. White (Jossey-Bass Publishers, 433 California Street, San Francisco 94104; 384 pages; $19.95 prepaid).

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News Summary

Articles on inside pages

Military history is gaining academic acceptance, but it faces problems of overspecialization, some scholars warn. Story on Page 7.

Animal-rights activists have staged what is believed to be the largest raid ever on a university research facility. Story on Page 3.

South Africa could provide student activists with "the issue of the 80's," say long-time observers of campus protests. Story on Page 15.

Meharry Medical College, a predominantly black institution in Nashville, is moving to end long-standing financial and accreditation problems. Story on Page 16.

A budget plan approved last week by the White House and Senate Republicans drew strong attacks from college and university leaders. Story on Page 21.

The Pentagon will award $9-million to a consortium of institutions for computer research that could be used in the "Star Wars" defense system. Story on Page 21.

Purchasing officers say their importance on campuses is often overlooked. Story on Page 27.

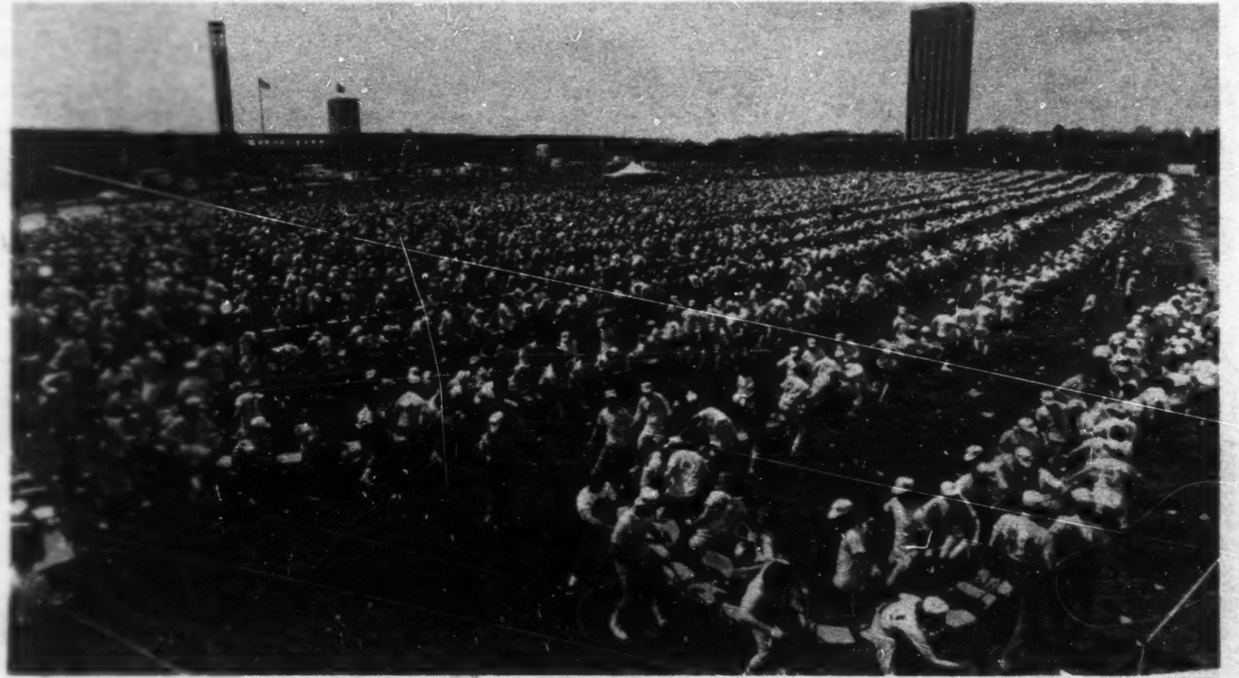
Spring football practice has come under increasing criticism as a symbol of overemphasis on athletics. Story on Page 31.

A University of Europe is being proposed by a group of French academics. Story on Page 35.

ALSO IN THIS ISSUE

Athletics	31-34
Books	14,30
Bulletin Board	43-79
Calendar of Events	40-42
Computers	26
Deadlines	42
Deaths	39
Fact-File	30
Gazette	39
Grants	39-40
International News	35-37
Letters	38
Marginalia	2
News in Brief	2-3
Personal & Professional	27-30
Philanthropy	20
Point of View	80
Scholarship	7-14
Students	15
Washington News	21-25

AT SUNY ALBANY, WORLD'S LARGEST GAME OF MUSICAL CHAIRS



RAY HOY

State University of New York at Albany fields 5,060 players to set the world's record for the largest game of musical chairs. For the exciting end of the contest, see "In Brief," Page 2.

2 Groups of Historians Vote to Divest Stocks as Protest Against Apartheid

MINNEAPOLIS

The executive board of the Organization of American Historians has unanimously passed a resolution requiring the association to sell its stocks in companies doing business in white-ruled South Africa.

Following the board's vote at the annual meeting of the association here, the Society for Historians of American Foreign Relations, an affiliated group meeting with the O.A.H., adopted a similar resolution.

Members of the O.A.H. board said the two groups were the first national, professional organizations of scholars to protest the South African policy of apartheid by refusing to hold stock in companies operating in South Africa. However, officers of several other scholarly associations said they, too, might take up similar resolutions.

Cullom Davis, professor of history at Sagamon State University and treasurer of the O.A.H., said the association's investment portfolio was valued at just under $300,000, with roughly $80,000 in stocks or bonds of corporations operating in South Africa. The resolution said the holdings must be sold within two years.

"We're not talking about large amounts of money," said Eric Foner, a professor of history at Columbia University and the board member who proposed the resolution. "Scholarly organizations do not have large endowments, and divesting stock is not going to mean I.B.M., or other compa-

Continued on Page 13, Column 5

'Mixed Signals' from Her Board of Regents Caused Head of Florida's System to Resign After 4 Years

By SCOTT HELLER

Barbara W. Newell, the outgoing chancellor of the State University System of Florida, held her post for more than four years, about as long as her immediate predecessor and not all that much less than the one before that.

Why, then, has her departure been called "a sad commentary on Florida's educational politics"? Why have newspaper editorials bemoaned the loss of a "a needed worldliness" that she brought to a "parochial" system?

When she was appointed in December 1980, Ms. Newell was the first woman in the country to head a multi-campus state university system. Her salary—$97,790—made her the highest-paid woman on Florida's state payroll. As chancellor, she earned $22,000 more than Gov. Robert Graham.

She was praised for impeccable credentials, including seven years as president of Wellesley College and two years as the U.S. ambassador to the United Nations Educational, Scientific, and Cultural Organization.

Yet Ms. Newell's resignation in March, spurred by what she called "mixed signals" from the system's board of regents, has prompted much self-examination and a

Continued on Page 19, Column 1

Higher Salaries Go to Professors in Faculty Unions

By JEAN EVANGELAUF

Faculty members at public colleges and universities with collective bargaining earn more, on average, than their counterparts on non-unionized campuses, the College and University Personnel Association has found.

That is the case in all disciplines surveyed with the exception of four—agribusiness, architecture and environmental design, business and management, and engineering.

In two new studies on 1984-85 faculty salaries by discipline and rank—one for public institutions and one for private ones—the personnel association said that market forces continued to affect salary levels.

Those hired last fall as assistant professors are earning substantially more than average if they are in fields where academe must compete for talent with private industry.

In accounting, for example, newly hired assistant professors at public institutions are earning about $29,500—25 per cent more than the average of $23,590 for all disciplines combined.

In contrast, new assistant professors of education at public institutions are earning about $22,600—4 per cent below the overall average.

At private institutions, the pattern is similar, although new assistant professors earn less, on average, than their counterparts at public institutions. For all disci-

Continued on Page 30, Column 4

FACT-FILE

Average Faculty Salaries by Rank in Selected Fields, 1984-85

	272 Public Institutions						451 Private Institutions					
	Professor	Associate professor	Assistant professor*	New assistant professor	Instructor	All ranks	Professor	Associate professor	Assistant professor*	New assistant professor	Instructor	All ranks
Accounting	$39,844	$33,290	$28,355	$29,547	$21,632	$31,222	$40,518	$32,867	$26,829	$27,011	$20,738	$30,692
Agribusiness and agricultural production	33,511	28,086	23,798	—	16,902	27,793	33,084	27,136	22,657	—	—	26,824
Anthropology	35,461	29,378	23,633	22,308	24,486	30,859	40,202	29,377	23,094	—	—	30,506
Architecture and environmental design	34,527	30,463	25,345	—	—	29,033	39,774	30,426	24,440	—	—	32,095
Area and ethnic studies	36,155	30,938	25,316	24,177	—	30,380	42,469	31,550	24,258	—	—	33,694
Audiology and speech pathology	36,519	29,093	23,938	22,491	19,872	28,692	35,611	28,127	22,825	—	19,620	26,804
Business administration and management	38,075	31,835	27,017	27,262	20,348	30,385	41,010	32,370	26,098	27,021	19,973	30,559
Business and management	38,665	32,174	27,996	28,502	21,086	30,908	44,433	33,626	27,581	27,258	21,452	32,970
Business economics	38,161	31,193	26,606	26,946	20,937	31,222	39,923	30,816	25,202	24,285	19,980	30,099
Chemistry	35,869	29,106	23,280	22,335	17,940	31,281	38,067	27,151	22,817	22,274	16,199	31,288
Communications	35,044	28,584	23,560	22,975	19,046	26,966	33,221	27,429	21,917	20,676	17,347	25,287
Communications technologies	32,950	28,855	23,301	—	18,102	26,283	33,260	29,131	22,999	23,022	18,078	24,090
Computer and information science	37,912	32,860	27,747	26,985	21,716	29,817	40,620	32,058	26,708	26,956	21,356	29,742
Curriculum and instruction	35,574	29,770	24,195	23,054	19,605	30,100	36,393	28,404	25,543	—	—	30,852
Dramatic arts	36,648	27,981	22,732	22,139	18,648	27,519	34,814	26,301	21,715	19,415	17,900	25,562
Education	35,590	29,152	24,232	22,612	18,700	30,156	33,510	26,955	21,675	20,510	18,600	26,720
Education administration	35,821	29,346	23,538	22,937	—	32,356	35,948	25,332	21,583	—	21,347	26,329
Engineering	39,321	32,643	28,572	28,904	23,341	33,440	47,353	35,792	30,837	30,309	22,586	39,649
Fine arts	34,175	27,344	22,937	20,960	18,926	28,323	33,854	26,129	21,132	19,619	17,504	25,996
Foreign languages	35,691	28,709	23,517	21,042	18,925	28,747	35,278	27,173	21,797	19,964	17,844	27,031
Geography	35,857	28,729	24,277	21,442	21,058	30,582	35,263	28,892	23,142	—	—	29,211
Geological sciences	36,332	28,990	24,476	24,386	19,886	30,706	42,398	31,330	25,024	—	—	34,990
History	35,635	28,918	23,613	19,568	19,281	31,664	35,228	27,331	21,774	20,200	17,943	29,562
Home economics	35,205	28,628	23,679	22,496	19,048	26,101	32,652	24,240	20,968	—	17,643	22,425
Industrial-arts education	35,557	29,001	24,887	23,719	19,896	28,071	—	—	—	—	—	—
Letters	35,160	28,361	22,883	20,382	17,645	27,910	34,741	26,631	21,452	19,092	17,170	27,341
Library and archival sciences	36,326	28,616	23,736	21,545	19,253	25,987	37,202	26,911	21,240	—	17,100	24,314
Life sciences	35,053	28,749	23,705	22,000	19,122	30,522	37,268	28,705	23,695	20,803	16,300	30,186
Mathematics	36,094	29,601	24,536	23,556	18,398	28,836	39,125	28,166	22,891	22,579	17,886	29,109
Multi-interdisciplinary studies	36,236	29,607	23,508	—	19,189	29,360	35,614	28,481	23,057	—	19,328	28,012
Music	34,605	28,211	22,963	21,358	19,488	28,135	32,171	25,043	20,678	19,470	17,368	25,285
Nursing	35,600	28,855	23,634	23,188	19,684	24,522	33,722	26,832	21,684	21,463	17,882	22,647
Philosophy and religion	35,698	28,503	22,852	21,070	19,955	30,227	33,231	26,545	21,650	19,976	17,060	27,671
Physical education	35,004	29,014	24,596	21,604	20,169	27,410	32,154	26,389	21,740	20,302	18,516	23,892
Physical science	34,685	28,914	23,529	22,306	17,257	29,063	41,927	27,559	24,756	24,621	19,764	32,932
Physics	36,532	29,530	24,715	23,169	19,411	31,846	41,385	29,217	24,216	22,998	22,067	34,618
Political science	35,727	28,744	23,525	21,229	20,569	30,233	38,281	27,989	22,262	21,172	17,847	29,488
Psychology	35,819	28,966	23,634	21,592	19,409	30,524	36,275	27,089	21,534	20,998	16,911	28,371
Reading education	34,870	27,268	23,869	—	18,247	28,473	—	26,063	19,606	—	14,833	21,032
Secretarial and related programs	34,761	27,960	23,537	24,532	18,355	26,544	—	23,724	18,729	—	14,998	18,907
Social sciences	34,393	28,091	23,190	22,285	17,851	28,156	40,757	27,587	23,070	21,958	16,051	30,118
Sociology	36,048	28,668	23,665	22,089	18,937	29,383	36,077	26,617	21,479	20,176	17,737	27,124
Special education	35,150	28,662	23,545	21,334	19,727	28,809	34,527	26,681	21,249	—	16,754	25,184
Student counseling and personnel services	35,423	28,452	23,845	22,445	20,031	31,073	34,043	27,606	22,117	—	—	27,293
Teacher education, general programs	34,102	28,392	23,925	21,904	18,857	29,673	29,625	25,306	20,788	19,581	17,062	24,499
Theology	—	—	—	—	—	—	32,729	27,026	21,942	20,890	17,824	27,563
Visual and performing arts	33,826	27,727	22,886	21,498	19,807	27,223	34,398	26,884	22,096	21,251	17,680	26,684
All major fields	**$35,840**	**$29,329**	**$24,439**	**$23,590**	**$19,856**	**$29,343**	**$37,715**	**$28,431**	**$23,253**	**$22,705**	**$18,386**	**$29,005**

Note: Data are based on reports from 272 public institutions that are members of the American Association of State Colleges and Universities and from 451 private colleges and universities.

* Includes data for new assistant professors

— Indicates fewer than 10 positions in a rank or fewer than 50 of all ranks. The data are included in the averages for all ranks and for all fields.

SOURCE: COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION

Classroom: Adopting the Principles Used in Coaching Football Players

Continued from Page 27

always shows dramatic improvement.

"It's the most remarkable teaching device I have discovered," she adds. "It's useful because it trains for analytical observation of film material and it provides a context in which writing skills can be developed."

•

The principles involved in football coaching—regular practice, one-on-one sessions, and collaboration among players—can work for educators, too, says Linc. Fisch, a visiting professor of mathematics at Eastern Kentucky University.

By adapting such principles to the classroom, he says, he has generated more enthusiasm for mathematics and helped students improve their skills.

Mr. Fisch likes to think of himself as a "coach" in the classroom. The metaphor, which he applies in his statistics and calculus classes, has meant that students learn by doing and receive immediate feedback on their performance, he says.

"The first thing about athletics is that you don't start off with a long lecture on the history and philosophy of the subject," Mr. Fisch expiains. "You just dig right into it."

On the first day of his introductory statistics course, he says, "I randomly pick 11 people and ask them to line up by height. Then I give them a card for their rank," he explains. "Then they rearrange themselves according to weight and I give them another card for rank. We apply a formula and find that weight and height are correlated."

Mr. Fisch says, "This is a good exercise because it shows students about correlation and it's something they can do at the very beginning."

Generally, he says, "about two days after the first exercise, my students ask me when we're going to be doing something fun like that again."

Applying the idea of regular practices, Mr. Fisch has reduced the number of long examinations and begun to give frequent quizzes, usually every other day.

In addition to being a more effective way to monitor students' progress, Mr. Fisch says, "quizzes give them a fighting chance of correcting their mistakes." He asks students who are having trouble in class to attend special "coaching" sessions in his office.

"By meeting with small groups or individuals, I can give them the reinforcement they may not get in the classroom and can point out good things," he says.

Since he can't work with everyone individually, Mr. Fisch encourages students to work on problems in groups outside of class.

"Football obviously isn't mathematics," he says. "But there are some strategies, when used judiciously, that work and make sense."

—LIZ McMILLEN

New Books on Higher Education

It may be necessary to add state tax to the cost of books listed below. Discounts may be available to scholars and to people who order in bulk.

John Carroll University: A Century of Service, by Donald P. Gavin (Kent State University Press, Kent, Ohio 44242; 582 pages; $27.50, plus $1.50 for shipping).

Life After Shakespeare: Careers for Liberal Arts Majors, by Manuel Flores-Esteves (Penguin Books, 40 West 23rd Street, New York 10010; 143 pages; $6.95, plus $1 for shipping).

None of the Above: Behind the Myth of Scholastic Aptitude, by David Owen (Houghton Mifflin Company, 2 Park Street, Boston 02108; 352 pages; $16.95, plus $1 for shipping).

Higher Salaries Go to Professors in Faculty Unions, Study Finds

Continued from Page 1

plines at private colleges and universities, the average salary at that rank is $22,705.

The salary figures, which exclude fringe benefits and summer-school earnings, are for full-time faculty members who have nine- or ten-month contracts.

By rank, the average salaries for those at public institutions with and without collective bargaining are as follows:

	Collective bargaining	
	With	Without
Professor	$37,043	$34,964
Associate	30,251	28,820
Assistant	24,870	24,239
New assistant	22,611	24,036
Instructor	20,189	19,491
All ranks	31,061	28,391

One-third of the public institutions surveyed had collective bargaining. Because few of the private colleges surveyed did, those figures were not reported separately.

The figures for public institutions were based on salaries of 60,831 faculty members at 272 institutions that are members of the American Association of State Colleges and Universities, which co-sponsored the study. The private-institution figures covered salaries of 42,568 faculty members at 451 colleges and universities, most of which are members of the American Council on Education.

The salaries were reported by campus administrators. Appalachian State University provided support for both studies.

Although this was the fourth salary survey conducted by the personnel association, it was the first to include collective-bargaining information. Because the institutions and disciplines surveyed change each year, results from different years should not be compared.

The reports include the percentages of faculty members in each rank who hold tenure, and the highest and lowest salaries reported in each category.

Each report contains a list of participating institutions.

The 1984-85 reports are available from the College and University Personnel Association, Suite 120, 11 Dupont Circle, Washington 20036. The price of each is $10 for association members and $20 for non-members.